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13 Attorneys for Plaintiffs
14 CORAL MCQUEEN and FELICIA TREVINO

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SUPERIOR COURT OF THE STATE OF CALIFORNIA

COUNTY OF NAPA

13 CORAL MCQUEEN and FELICIA
14 TREVINO, individually and on behalf of
15 all others similarly situated,

16 Plaintiffs,

17 v.

18 ODD FELLOWS HOME OF
19 CALIFORNIA, a California corporation,
20 and DOES 1-100,

21 Defendants.

Case No. C-26-64176

**DECLARATION OF DAVID S. HARRIS IN
SUPPORT OF MOTION FOR AWARD OF
ATTORNEYS' FEES, REIMBURSEMENT OF
COSTS AND ENHANCEMENT AWARD**

Assigned to the Honorable Diane M. Price

Date: November 19, 2015

Time: 8:30 a.m.

Place: Dept. F

DAVID S. HARRIS declares under penalty of perjury of the laws of the United States and the State of California as follows:

1. I am a member in good standing of the State Bar of California and I am one of the attorneys for Plaintiffs in the within action. I make this Declaration in Support of Plaintiffs' Motion for Award of Attorneys' Fees, Reimbursement of Costs and Enhancement Award. The requested fees and costs were incurred in litigating the above-captioned matter, including negotiating the class-wide Settlement Agreement ("Settlement Agreement"). I aver that if sworn as a witness, I could competently testify to each and every fact set forth herein from my own personal knowledge.

Experience

2. I am a graduate of the University of Colorado, Boulder (BS 1994) and the University of San Francisco School of Law (JD 2001) and a member of the State Bar of California (December 3, 2001). Upon graduating from the University of San Francisco, School of Law, I joined the litigation group in the Palo Alto office of Brobeck, Phleger & Harrison LLP, where I worked from October 2001 through February 2003. Thereafter, I joined the litigation group in the San Francisco office of Morgan Lewis & Bockius LLP, where I worked from February 2003 through July 2006. Thereafter, I founded the North Bay Law Group, where I have worked for the past nine years. I have extensive experience litigating class actions. I have represented employees in numerous disputes concerning their receipt of pay in connection with their employment, both in state and federal courts in California. E.g., Covillo v. Specialty's Café & Bakery, Inc., 2012 U.S. Dist. LEXIS 114602 (N.D. Cal. 2012) (denial of employer's attempt to enforce arbitration clause in employment agreements); Escobar v. Whiteside Constr. Corp., 2008 U.S. Dist. LEXIS 68439 (N.D. Cal. 2008) (certification of collective action); Tremblay v. Chevron Stations, Inc., 2008 Westlaw 2020514 (N.D. Cal. 2008) (certification of collective action); Perez v. Maid Brigade, Inc., 2007 U.S. Dist. LEXIS 78412 (N.D. Cal. 2007) (denial of employer's effort to enforce arbitration clause in employment agreements). I have also litigated and settled many class actions. E.g., Jacobs v. CSAA Inter Insurance Bureau, N. D. Cal. Case No. 3:07-CV-00362-MHP (\$1,500,000 settlement of labor-law claims); Tremblay v. Chevron Stations, Inc., N.D. Cal. Case No. CV 07-6009 EDL (\$4,500,000 settlement of labor-law claims); Dizon v. Ito, Incorporated, N.D. Cal. Case No. 3:10-CV-00239-JSW (\$2,451,000 settlement of California Labor Code and FLSA claims); In

1 Re Paypal Litigation, N.D. Cal. Case No..5:02-CV-01227-JF (defense and settlement of class action
2 lawsuit alleging violations of the Electronic Funds Transfer Act); Bernardino v. Macerich Management
3 Co., Marin Superior Court Case No. CIV-1004645 (\$2,200,000 class action settlement of labor law
4 claims); Jacobs v. Institute of Reading Dev., Inc., N.D. Cal. Case No. 10-CV-00574-JCS (\$275,000
5 settlement of California Labor Code and FLSA claims); Seielstad et al. v. Aegis Senior Communities,
6 LLC, N.D. Cal. Case No. CV-09-1797 MMC (\$1,000,000 settlement of labor-law wage and hour class
7 action); Escobar v. Whiteside Construction Corp., N.D. Cal. Case No. CV-08-1120-WHA (\$440,000
8 class action settlement of labor-law claims); Wade v. Minatta Transportation Co., N.D. Cal. Case No.
9 CV-10-02796-BZ (\$500,000 settlement of class action wage and hour labor law claims); Perez v. Maid
10 Brigade, Inc., N.D. Cal. Case No. 3:07-CV-03473-SI (\$90,000 class action settlement of labor-law
11 claims); Blandino v. MCM Construction, Inc., N.D. Cal. Case No. 12-01729-WHO (\$865,000 class
12 action settlement of labor law claims); Covillo et al. v. Specialty's Café and Bakery, Inc., N.D. Cal.
13 Case No. 11-CV-00594-DMR (\$2,000,000 class action settlement of wage and hour labor law claims);
14 Douglas v. Arcadia Health Services, Inc., N.D. Cal. Case No. CV-11-3552 (\$623,000 class action
15 settlement of labor law claims); Thio et al. v. Genji LLC et al., N.D. Cal. Case No. 12-CV-05756
16 (\$1,250,000 class action settlement of labor law claims); O'Sullivan v. AMN Services, Inc., N.D. Cal.
17 Case No. 3:12-cv-02125-JCS (\$3,000,000 class action settlement regarding denial of breaks and failure
18 to reimburse business expenses); Page v. Grand Home Holdings, Inc., N.D. Cal. Case No. 13-CV-
19 02754-NC (\$200,000 class action settlement of labor law claims). The present case, along with a
20 majority of the foregoing cases, was prosecuted on a contingent-fee basis.

21 3. J. Michael Solano is paralegal at the North Bay Law Group. Mr. Solano is a graduate of
22 Ohio University, Athens, Ohio (BS, Journalism, 1989). Mr. Solano earned his Paralegal Certification at
23 the Denver Paralegal Institute in 1994. Mr. Solano has worked as a paralegal and investigator since
24 1994.

25 4. James Rush is also co-counsel in this case. James Rush is a graduate of the University of
26 California, Riverside (BA 1995) and the University of San Francisco (JD 2005). He is a member of the
27 California bar (December 4, 2005). Upon graduating from the University of San Francisco, School of
28 Law, Mr. Rush worked for Saveri & Saveri, solely on class action matters. Thereafter, he formed his

own firm, and has practiced from his office in Marin County since that date. Mr. Rush has been named class counsel in the following numerous wage and hour employment class actions, as set forth on his declaration, which is attached hereto as **Exhibit 2**.

Class Counsel's Lodestar and Hourly Rates

5. Attached hereto as **Exhibit 1** is a true and correct copy of detailed records of the time and expenses incurred by attorney David Harris and paralegal J. Michael Solano of the North Bay Law Group in, *inter alia*, initiating the case, litigating the action, preparing for and attending the mediation, negotiating the settlement agreement, preparing the settlement-related documents, and securing preliminary approval of the settlement. The time records run through September 14, 2015, but do not reflect time spent preparing the present fee request, nor substantial additional time, which will be spent in securing final approval, responding to client and Class Member inquiries, and concluding administration of this case, which will extend into 2016. It is my practice and policy that all employees record their professional time in tenth-of-an-hour increments and **Exhibit 1** reflects that practice. I have reviewed the time and expense records attached as **Exhibit 1**. I believe that they accurately—yet conservatively—represent the time productively and necessarily spent in the prosecution of this case.

6. My hourly rate is \$525 per hour. As set forth on the attached **Exhibit 1**, to date I have spent a total of 193.7 hours working on this case, and thus my total lodestar, without applying any multiplier is \$101,692.50. As set forth on the attached **Exhibit 1**, Mr. Solano spent 152 hours on this matter. The market hourly rate for Mr. Solano's work is \$210 per hour, and thus his total lodestar without applying any multiplier is \$31,920.00. The North Bay Law Group has filed motions for attorneys' fees in common-fund settlements based on the hourly rates used in this request, and those motions have been regularly approved by courts in California.

7. James Rush has also expended significant attorney hours and out of pocket dollars in connection with the prosecution of this case. Detailed time and expense reports for James Rush are exhibits to the Declaration of James D. Rush in Support of Plaintiffs' Motion for Attorneys' Fees, Costs and Enhancement Award, which is attached hereto as **Exhibit 2**. Mr. James Rush's hourly rate is \$430 per hour. Mr. Rush spent a total of 216.60 hours working on this case, and thus Mr. Rush's total lodestar, without applying any multiplier is \$93,138.00. Here, the overall mixed hourly rate is \$403.25,

1 including both firms. Accordingly, the combined lodestar of the North Bay Law Group and the Law
2 Office of James D. Rush is \$226,750.50. This is based on a total of 562.3 hours of work performed by
3 all attorneys and paraprofessionals at both firms. Additionally, the lodestar does not include the time
4 that was spent preparing this motion, as well as the time that will be spent in securing final approval,
5 responding to client and Class Member inquiries, and concluding administration of this case.

6 8. Aside from fees, the Settlement Agreement also permits Class Counsel to request
7 reimbursement for incurred litigation expenses in an amount not to exceed \$15,000.00. To date, Class
8 Counsel has advanced all costs incurred in this case. To date, as reflected on the North Bay Law Group
9 records (attached as Exhibit 1), and those of James Rush (Exhibit 2), total litigation expenses come to
10 \$9,687.28. These costs are reasonable, particularly in light of participation in a full-day mediation and
11 the additional expense associated with securing preliminary approval and preparing to send out notice to
12 the settlement class. Koz v. Kellogg Co., 2013 U.S. Dist. LEXIS 129205 at *24 (C.D. Cal. filed Sept.
13 10, 2013) (in approving class counsel's cost request, stating that "[t]he[] amounts are within that
14 contemplated by the settlement, have been endorsed by experienced counsel and claims administration
15 consultants involved in th[e] case, and are thus presumed reasonable"); Smith v. CRST Van Expedited,
16 Inc., 2013 WL 163293 at *5 (S.D. Cal. filed Jan. 14, 2013) (stating the same).

17 9. A true and correct copy of the Laffey matrix is attached as **Exhibit 3** hereto.

18 10. A true and correct copy of the adjusting data for the Laffey matrix, revealing a higher
19 cost of living for both Los Angeles, and San Francisco, California, is attached as **Exhibit 4** hereto.

20 11. The named Plaintiffs in this matter submit declarations in support of their request for
21 enhancement awards. To this end, true and correct copies of the Declarations of Coral McQueen and
22 Felicia Trevino in Support of Plaintiffs' Motion for Attorneys' Fees, Costs and Enhancement Awards,
23 are attached hereto as **Exhibits 5 and 6**.

24 12. In this matter, Defendant called upon an experienced defense firm, Gordon & Rees LLP,
25 who vigorously litigated this matter. On May 29, 2015, the parties participated in an all-day mediation
26 with experienced mediator, Jeffrey Krivis, in downtown San Francisco. Prior to mediation, the parties
27 engaged in substantial investigation and informal discovery in connection with this action. Defendant
28 provided extensive documents and thousands of pages of documentation and putative class data to

1 Plaintiffs and their counsel to review and analyze. This information included summary employment data
2 for the entire putative class, Defendant's policies and documents relevant to the issues and claims in the
3 instant litigation, and a statistically-significant sampling of full payroll and hourly employee punch data
4 for the putative class. Counsel for each side interviewed numerous witnesses, and Defendant obtained
5 numerous declarations from employee witnesses. Plaintiffs' counsel and its staff spent hundreds of
6 hours reviewing the payroll information and hourly employee punch data that was provided by
7 Defendant in order to analyze the claims and prepare for mediation. Upon completion of mediation the
8 parties negotiated the terms of a long-form settlement to memorialize the memorandum of
9 understanding that was entered into between the parties at the culmination of the mediation. On July 17,
10 2015, the parties executed the Stipulation of Class Action Settlement and Release, which was presented
11 to the Court and preliminarily approved on August 21, 2015.

12 13. As of the date of the filing of this Motion, thus far there is no known opposition to the
13 Settlement.

14 14. On September 15, 2015, Phoenix Settlement Administrators, the Claims Administrator
15 appointed by the Court, delivered the Claim Forms and Class Notice to the Class Members. The Class
16 Notice specifies a claims-submission deadline of October 30, 2015; an objection deadline of October 30,
17 2015; and a final-fairness-hearing date of November 19, 2015. Plaintiffs intend to move for final
18 approval of the Settlement after the claims window has closed.

19 I have read the foregoing, and the facts set forth therein are true and correct of my own personal
20 knowledge.

21 Executed September 15, 2015, in the Mill Valley, State of California.

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23 

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David S. Harris

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2 **PROOF OF SERVICE**

3 I am an attorney for Plaintiff herein, over the age of eighteen years, and not a party to the within action.
4 My business address is North Bay Law Group, 116 E. Blithedale Avenue, Suite 2, Mill Valley,
California 94941.

5 On September 15, 2015, I served the within document(s):

6 **DECLARATION OF DAVID S. HARRIS IN SUPPORT OF MOTION FOR AWARD OF**
7 **ATTORNEYS' FEES, REIMBURSEMENT OF COSTS AND ENHANCEMENT AWARD**

8 I am readily familiar with the Firm's practice of collection and processing correspondence for mailing.
9 Under that practice, the document(s) would be deposited with the U.S. Postal Service on that same day
with postage thereon fully prepaid in the ordinary course of business, addressed as follows:

10 Mark Posard
11 GORDON & REES LLP
275 Battery Street, Suite 2000
12 San Francisco, CA 94111

13 I declare under penalty of perjury that the above is true and correct.

14 Executed on September 15, 2015, at Mill Valley, California.

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David S. Harris

EXHIBIT 1

Date	Attorney Billing - David Harris	Description	Hours	Hourly Rate	Total
3/3/2014	DSH	Discussion with M. Solano regarding new matter; review client documents; attend to same.	0.3	\$ 525.00	\$ 157.50
3/20/2014	DSH	Prepare for meeting regarding Odd Fellows of California; travel to/from Novato; meeting with J. Rush and C. McQueen regarding same.	2.5	\$ 525.00	\$ 1,312.50
4/17/2014	DSH	Review additional client documents and attend to issues related to same.	0.5	\$ 525.00	\$ 262.50
4/24/2014	DSH	Telephone discussion with J. Rush regarding issues related to Complaint; attend to same.	0.3	\$ 525.00	\$ 157.50
4/29/2014	DSH	Review and respond to email regarding issues related to draft Complaint.	0.2	\$ 525.00	\$ 105.00
5/19/2014	DSH	Review and respond to emails with cocounsel regarding issues related to Complaint; attend to same.	0.3	\$ 525.00	\$ 157.50
5/21/2014	DSH	Conduct research regarding issues related to claims; review documents; review and modify draft Complaint; attend to issues related to same.	3.5	\$ 525.00	\$ 1,837.50
5/22/2014	DSH	Review and modify draft Complaint; attend to issues related to same; research issues related to Defendant and claims; attend to same.	2.8	\$ 525.00	\$ 1,470.00
5/23/2014	DSH	Review and finalize Complaint; draft Summons and Civil Coversheet; attend to issues related to same; finalize and file complaint; attend to issues related to filing; review and respond to emails with cocounsel regarding issues related to same.	4.7	\$ 525.00	\$ 2,467.50
5/27/2014	DSH	Review and respond to emails with cocounsel regarding litigation.	0.1	\$ 525.00	\$ 52.50
6/4/2014	DSH	Review and respond to emails with cocounsel regarding issues relate to claims	0.1	\$ 525.00	\$ 52.50
6/12/2014	DSH	Telephone discussion with J. Rush regarding case.	0.2	\$ 525.00	\$ 105.00
6/13/2014	DSH	Attend to issues related to amendment of complaint; review and respond to emails regarding same.	0.3	\$ 525.00	\$ 157.50
6/18/2014	DSH	Review and respond to emails regarding issues related to communications with opposing counsel; attend to issues related to same.	0.4	\$ 525.00	\$ 210.00
6/20/2014	DSH	Review and respond to emails with cocounsel regarding status.	0.1	\$ 525.00	\$ 52.50

6/26/2014	DSH	Review and respond to emails with cocounsel regarding communications with opposing counsel; attend to issues related to same.	0.3	\$ 525.00	\$ 157.50
7/8/2014	DSH	Review and respond to emails with cocounsel; review employee documents; telephone discussion with J. Rush regarding issues related to same.	1.8	\$ 525.00	\$ 945.00
7/10/2014	DSH	Telephone discussion with J. Rush regarding issues related to claims; attend to issues related to same; review and respond to emails regarding same.	1.5	\$ 525.00	\$ 787.50
7/16/2014	DSH	Attend to issues related to overtime violations; telephone discussions with clients regarding same; review and respond to multiple emails regarding same; conduct legal research regarding issues related to same; telephone discussion with J. Rush regarding issues related to same; review documents.	3.3	\$ 525.00	\$ 1,732.50
7/22/2014	DSH	Attend to issues related to First Amended Complaint; conduct research and review relevant documents regarding same; review and modify same; draft email to cocounsel regarding issues related to same; telephone discussion with cocounsel regarding same.	1.3	\$ 525.00	\$ 682.50
7/23/2014	DSH	Review and finalize First Amended Complaint; attend to issues related to First Amended Summons; attend to issues related to filing First Amended Complaint.	1.8	\$ 525.00	\$ 945.00
7/24/2014	DSH	Draft email to opposing counsel regarding First Amended Complaint; attend to issues related to same.	0.4	\$ 525.00	\$ 210.00
7/28/2014	DSH	Review and respond to emails regarding issues related to case.	0.1	\$ 525.00	\$ 52.50
7/29/2014	DSH	Telephone discussion with J. Rush regarding First Amended Complaint.	0.2	\$ 525.00	\$ 105.00
7/31/114	DSH	Meeting with M. Solano regarding status; attend to issues related to same; attend to Notice of Acknowledgment.	0.5	\$ 525.00	\$ 262.50
8/1/2014	DSH	Review and attend to issues related to PAGA letter.	0.2	\$ 525.00	\$ 105.00
8/4/2014	DSH	Review and respond to email with cocounsel.	0.1	\$ 525.00	\$ 52.50
8/19/2014	DSH	Telephone discussion with J. Rush regarding issues related to case; attend to issues related to same; review client documents.	0.5	\$ 525.00	\$ 262.50
8/21/2014	DSH	Review Notice of Acknowledgment; calendar same.	0.1	\$ 525.00	\$ 52.50
9/23/2014	DSH	Review Answer to First Amended Complaint; attend to issues related to same.	0.8	\$ 525.00	\$ 420.00

9/24/2014	DSH	Review and respond to emails with opposing counsel regarding discovery; attend to same.	0.3	\$ 525.00	\$ 157.50
10/2/2014	DSH	Review and respond to emails with cocounsel.	0.1	\$ 525.00	\$ 52.50
10/9/2014	DSH	Review discovery propounded by Defendant; attend to issues related to same.	0.5	\$ 525.00	\$ 262.50
10/13/2014	DSH	Attend to issues related to discovery propounded by Defendant; review and respond to emails regarding same; attend to issues related to Case Management Statement.	1.3	\$ 525.00	\$ 682.50
10/15/2014	DSH	Review and finalize draft of Case Management Statement; attend to issues related to same; attend to filing of same; attend to Defendant's discovery requests.	1.5	\$ 525.00	\$ 787.50
10/17/2014	DSH	Attend to issues related to Plaintiff's discovery; review and respond to emails regarding same; review and modify drafts of same.	1.3	\$ 525.00	\$ 682.50
10/22/2014	DSH	Attend to issues related to Plaintiff's discovery requests to defendant; review and modify same; review and respond to emails regarding same.	0.8	\$ 525.00	\$ 420.00
10/27/2014	DSH	Attend to issues related to Case Management Statement from Defendant; draft email to opposing counsel regarding same; review and respond to emails with cocounsel regarding same; attend to issues related to discovery.	2.3	\$ 525.00	\$ 1,207.50
10/28/2014	DSH	Attend to issues related to Case Management Conference; attend to issues related to discovery extension; review and respond to emails regarding same.	0.7	\$ 525.00	\$ 367.50
10/29/2014	DSH	Review and respond to emails with opposing counsel regarding issues related to CMC; attend to issues related to Plaintiff's discovery.	1.3	\$ 525.00	\$ 682.50
10/30/2014	DSH	Telephone discussion with opposing counsel regarding issues related to CMC; prepare for CMC; attend CMC telephonically; review and respond to emails regarding same.	1.7	\$ 525.00	\$ 892.50
11/4/2014	DSH	Attend to issues related to Plaintiff's written discovery to Defendant; review and modify same; review and respond to emails regarding same.	1.8	\$ 525.00	\$ 945.00
11/6/2014	DSH	Review and finalize draft of written discovery; attend to issues related to same; review and respond to emails regarding same; discussion with M. Solano regarding service of same.	2.5	\$ 525.00	\$ 1,312.50
11/7/2014	DSH	Draft email to opposing counsel regarding issues related to mediation and discovery; attend to issues related to same.	0.3	\$ 525.00	\$ 157.50

11/11/2014	DSH	Prepare for conference call with opposing counsel; review discovery requests propounded on Defendant; conference call with opposing counsel; attend to follow up issues related to same.	1	\$ 525.00	\$ 525.00
11/19/2014	DSH	Telephone discussion with cocounsel.	0.1	\$ 525.00	\$ 52.50
11/20/2014	DSH	Review and respond to emails regarding issues related to mediation and scheduling.	0.1	\$ 525.00	\$ 52.50
12/1/2014	DSH	Review Plaintiff's draft discovery responses; attend to issues related to same; modify same; review and respond to emails regarding issues related to same; review documentation forwarded by mediator; attend to issues related to same.	2.2	\$ 525.00	\$ 1,155.00
12/9/2014	DSH	Review and respond to emails regarding status; telephone discussion with J. Rush regarding same; attend to issues related to same.	0.5	\$ 525.00	\$ 262.50
12/11/2014	DSH	Draft email to opposing counsel regarding issues related to mediation; attend to issues related to same; draft email to Plaintiff regarding issues related to deposition; attend to same.	0.8	\$ 525.00	\$ 420.00
12/13/2014	DSH	Prepare for Plaintiff's deposition; telephone discussion with C. McQueen regarding issues related to same; prepare documents for review prior to deposition.	2.3	\$ 525.00	\$ 1,207.50
12/14/2014	DSH	Travel to Napa for Deposition; review and prepare for deposition; attend to issues related to same.	1.7	\$ 525.00	\$ 892.50
12/15/2014	DSH	Meeting with C. McQueen prior to deposition; attend deposition at Napa Marriott; travel to Mill Valley from deposition; telephone discussion with J. Rush regarding issues related to same.	9.7	\$ 525.00	\$ 5,092.50
12/16/2014	DSH	Review notes from deposition; telephone discussion with J. Rush regarding same.	0.3	\$ 525.00	\$ 157.50
12/18/2014	DSH	Conduct legal research regarding issues related to deposition.	0.7	\$ 525.00	\$ 367.50
12/26/2014	DSH	Review and respond to email with opposing counsel regarding discovery.	0.2	\$ 525.00	\$ 105.00
1/6/2015	DSH	Review and respond to emails with opposing counsel regarding issues related to discovery and mediation; telephone discussion with cocounsel regarding same; attend to issues related to same.	0.5	\$ 525.00	\$ 262.50
1/7/2015	DSH	Review and respond to emails with opposing counsel.	0.1	\$ 525.00	\$ 52.50
1/9/2015	DSH	Review and respond to emails.	0.1	\$ 525.00	\$ 52.50

1/12/2015	DSH	Review email from cocounsel regarding discovery and mediation conference call; telephone call regarding same.	0.3	\$ 525.00	\$ 157.50
1/13/2015	DSH	Review correspondence from opposing counsel regarding discovery deficiencies; attend to issues related to same.	0.5	\$ 525.00	\$ 262.50
1/16/2015	DSH	Review and respond to emails with opposing counsel regarding discovery; attend to same.	0.2	\$ 525.00	\$ 105.00
1/21/2015	DSH	Review and respond to emails with opposing counsel regarding issues related to protective order; review same.	0.8	\$ 525.00	\$ 420.00
1/22/2015	DSH	Review and respond to emails regarding protective order.	0.3	\$ 525.00	\$ 157.50
1/26/2015	DSH	Review and respond to emails with opposing counsel.	0.1	\$ 525.00	\$ 52.50
1/27/2015	DSH	Review and respond to emails with cocounsel regarding discovery; telephone discussion with same; draft email to opposing counsel regarding issues related to same.	0.7	\$ 525.00	\$ 367.50
1/30/2015	DSH	Review and respond to emails regarding rescheduling of mediation; attend to issues related to same.	0.3	\$ 525.00	\$ 157.50
2/5/2015	DSH	Review and respond to email with cocounsel regarding status.	0.1	\$ 525.00	\$ 52.50
2/10/2015	DSH	Review correspondence regarding rescheduled mediation; attend to issues related to same; review and respond to emails with cocounsel; review meet and confer correspondence to Defendant regarding discovery responses; attend to issues related to same; attend to issues related to Case Management Conference Statement; draft same; review and respond to emails regarding same.	3.3	\$ 525.00	\$ 1,732.50
2/11/2015	DSH	Finalize draft of CMC Statement and file same; attend to same.	0.5	\$ 525.00	\$ 262.50
2/13/2015	DSH	Attend to issues related to scheduling mediation; review and respond to emails regarding same.	0.1	\$ 525.00	\$ 52.50
2/23/2015	DSH	Telephone discussion with cocounsel regarding issues related to status; attend to issues related to same.	0.5	\$ 525.00	\$ 262.50
2/26/2015	DSH	Meeting with M. Solano regarding issues related to discovery; review document production from Defendant; attend to printing out documents regarding same; review same.	4.5	\$ 525.00	\$ 2,362.50
2/27/2015	DSH	Review Defendant's document production; attend to issues related to same.	5.5	\$ 525.00	\$ 2,887.50
3/9/2015	DSH	Review and respond to emails with cocounsel regarding discovery and document production; attend to issues related to same.	0.3	\$ 525.00	\$ 157.50

3/10/2015	DSH	Telephone discussion with opposing counsel regarding issues related to discovery; draft email to opposing counsel confirming agreement; attend to issues related to same.	1.3	\$ 525.00	\$ 682.50
3/13/2015	DSH	Prepare for meeting with J. Rush; review documents in anticipation of same; meeting with M. Solano and J. Rush regarding status of document production review; review spreadsheet; attend to issues related to same; review documents regarding same; print additional batch of documents; attend to issues related to same.	5.8	\$ 525.00	\$ 3,045.00
3/26/2015	DSH	Review document production and attend to issues related to same.	3.5	\$ 525.00	\$ 1,837.50
3/27/2015	DSH	Review and attend to issues related to defendant's document production; telephone discussion with J. Rush regarding issues related to same.	4.3	\$ 525.00	\$ 2,257.50
4/6/2015	DSH	Telephone discussion with J. Rush regarding document production; print additional documents produced by Defendant; meeting with M. Solano regarding same; attend to review of same.	3.7	\$ 525.00	\$ 1,942.50
4/7/2015	DSH	Review document production and attend to issues related to same.	3.5	\$ 525.00	\$ 1,837.50
4/20/2015	DSH	Telephone discussion with J. Rush regarding issues related to document production; attend to issues related to same; review document summary.	1.5	\$ 525.00	\$ 787.50
4/30/2015	DSH	Attend to issues relate to mediation; discussion with M. Solano regarding same.	0.3	\$ 525.00	\$ 157.50
5/13/2015	DSH	Discussion with cocounsel regarding issues related to damage analysis and mediation; attend to issues related to same.	0.5	\$ 525.00	\$ 262.50
5/14/2015	DSH	Review summary of damage analysis; attend to issues related to same.	1.8	\$ 525.00	\$ 945.00
5/15/2015	DSH	Attend to issues related to damage analysis; review and respond to emails regarding same.	0.5	\$ 525.00	\$ 262.50
5/20/2015	DSH	Attend to issues related to damage analysis; email to opposing counsel regarding updated class list; attend to issues related to mediation brief.	2.5	\$ 525.00	\$ 1,312.50
5/21/2015	DSH	Attend to issues related to mediation statement and damage analysis; review supporting documents regarding same; attend to issues related to communicating with mediator regarding extension.	4.3	\$ 525.00	\$ 2,257.50
5/22/2015	DSH	Attend to issues related to damage analysis; review correspondence form opposing counsel and updated class lists for damage analysis; attend to issues related to same.	5.5	\$ 525.00	\$ 2,887.50

5/26/2015	DSH	Draft mediation statement; conduct research regarding same; modify damage analysis with update class lists; attend to issues related to same.	7.3	\$ 525.00	\$ 3,832.50
5/27/2015	DSH	Review and modify damage analysis and mediation statement; review and respond to emails regarding same; finalize mediation statement and damage analysis; forward same to mediation and opposing counsel.	8.7	\$ 525.00	\$ 4,567.50
5/28/2015	DSH	Prepare for mediation; prepare damage analysis and documentation for same; attend to issues related to same.	1.5	\$ 525.00	\$ 787.50
5/29/2015	DSH	Prepare for mediation; travel to San Francisco for mediation with J. Krivis; attend mediation with cocounsel and Plaintiffs; travel from San Francisco after mediation.	10.5	\$ 525.00	\$ 5,512.50
6/4/2015	DSH	Review and respond to emails with cocounsel regarding issues related to settlement agreement.	0.1	\$ 525.00	\$ 52.50
6/5/2015	DSH	Review and respond to emails with opposing counsel regarding issues related to settlement agreement; email with cocounsel regarding same.	0.3	\$ 525.00	\$ 157.50
6/8/2015	DSH	Draft Case Management Statement; file same; attend to issues related to same.	1.2	\$ 525.00	\$ 630.00
6/12/2015	DSH	Draft email to opposing counsel regarding issues related to long form settlement agreement; telephone discussion with opposing counsel regarding same.	0.4	\$ 525.00	\$ 210.00
6/23/2015	DSH	Draft email to opposing counsel regarding Case Management Conference; review draft of long form settlement agreement; modify and redline same; attend to issues related to same; review and respond to emails regarding same.	2.3	\$ 525.00	\$ 1,207.50
6/24/2015	DSH	Prepare for Case management conference; attend same; review and respond to emails regarding same.	1.2	\$ 525.00	\$ 630.00
6/26/2015	DSH	Attend to issues related to Stipulation for Settlement; review and respond to emails regarding same.	0.8	\$ 525.00	\$ 420.00
6/29/2015	DSH	Obtain quotes for administration of settlement; review and respond to emails regarding same; attend to issues related to draft of Settlement Stipulation; review and modify same; review and respond to emails regarding same.	1.5	\$ 525.00	\$ 787.50
6/30/2015	DSH	Review and respond to emails with opposing counsel regarding settlement stipulation; attend to issues related to same; attend to issues related to administration bids.	1.8	\$ 525.00	\$ 945.00

7/7/2015	DSH	Review and respond to emails with opposing counsel regarding settlement stipulation; attend to issues related to same; telephone discussion with Claims Administrator regarding quote.	1.3	\$ 525.00	\$ 682.50
7/12/2015	DSH	Draft Claim Form and Notice; research same.	4.8	\$ 525.00	\$ 2,520.00
7/13/2015	DSH	Review and modify Claim Form and Notice for Settlement Stipulation; draft email to opposing counsel regarding same.	1.5	\$ 525.00	\$ 787.50
7/15/2015	DSH	Email with opposing counsel regarding status of settlement and review of notice and claim form; attend to issues related to same.	0.5	\$ 525.00	\$ 262.50
7/17/2015	DSH	Review and respond to emails regarding issues related to settlement; finalize same; prepare execution copy; draft email to opposing counsel regarding issues related to same.	1.8	\$ 525.00	\$ 945.00
7/21/2015	DSH	Finalize execution of settlement agreement; review and respond to emails regarding same.	0.8	\$ 525.00	\$ 420.00
7/23/2015	DSH	Attend to issues related to motion for preliminary approval; draft proposed order; draft email to opposing counsel regarding issues related to same.	3.3	\$ 525.00	\$ 1,732.50
7/24/2015	DSH	Modify Claim form and notice; attend to issues related to motion for preliminary approval; review and respond to emails regarding same.	1.5	\$ 525.00	\$ 787.50
7/28/2015	DSH	Review and modify draft of motion for preliminary approval; attend to issues related to Harris Declaration in support of motion; attend to exhibits to same.	6.3	\$ 525.00	\$ 3,307.50
7/29/2015	DSH	Review and finalize draft of Motion for Preliminary Approval and accompanying document in support of same; attend to issues related to same; draft email to cocounsel regarding same; file same.	3.7	\$ 525.00	\$ 1,942.50
8/20/2015	DSH	Attend to issues related to hearing on Motion for Preliminary Approval; draft email to opposing counsel regarding same; attend to issues related to same.	0.8	\$ 525.00	\$ 420.00
8/26/2015	DSH	Draft email to opposing counsel regarding Order granting motion for preliminary approval; attend to issues related to administration of same.	1.2	\$ 525.00	\$ 630.00
8/31/2015	DSH	Attend to issues related to sending notice to class; review and respond to emails regarding issues related to order granting preliminary approval.	0.3	\$ 525.00	\$ 157.50
9/2/2015	DSH	Draft email to claims administrators regarding issues related to Notice and Claim Form; attend to issues related to same.	0.5	\$ 525.00	\$ 262.50

9/10/2015	DSH	Telephone call to Claims Administrator regarding issues related to notice; attend to issues related to same; review and attend to issues related to draft Claim Form and Notice; review and respond to emails regarding same.	1.5	\$ 525.00	\$ 787.50
9/11/2015	DSH	Telephone discussion with claims administrator regarding notice and claim form; review calculations for distribution; attend to same.	1.2	\$ 525.00	\$ 630.00
9/12/2015	DSH	Review email from Claims Administrator regarding modified claim form and notice.	0.4	\$ 525.00	\$ 210.00
9/14/2015	DSH	Telephone discussion with opposing counsel regarding claim form and notice; draft email to Claims Administrator regarding same; review final drafts of claim form and notice; prepare documents and pleadings for Claims Administrators website; attend to same.	1.8	\$ 525.00	\$ 945.00
TOTALS			193.7		\$ 101,692.50

Date	Paralegal Billing - J. Michael Solano	Description	Hours	Hourly Rate	Total
3/3/2014	JMS	Conference with co-counsel; Download multiple files including earnings statements, missed punches, employee files, e-time files, ADP files.	0.3	\$ 210.00	\$ 63.00
4/17/2014	JMS	Download multiple files of unauthorized time punches; review and organize same.	3.5	\$ 210.00	\$ 735.00
4/17/2014	JMS	Follow up telephone call to James Rush	0.2	\$ 210.00	\$ 42.00
5/23/2014	JMS	Draft LCPAGA Letter to Secretary California Labor and Work Development Agency; Send via Certified Mail	0.9	\$ 210.00	\$ 189.00
5/23/2014	JMS	Scan exhibits	0.2	\$ 210.00	\$ 42.00
6/20/2014	JMS	E-mail reminder to James Rush and David Harris regarding LWDA response.	0.1	\$ 210.00	\$ 21.00
7/7/2014	JMS	Review LWDA Response received today.	0.1	\$ 210.00	\$ 21.00
7/22/2014	JMS	Review Felicia Trevino employment records, late meals and Excel spreadsheet with regular and overtime hours.	0.2	\$ 210.00	\$ 42.00
7/28/2014	JMS	E-mail from Defense counsel Mark Posard of Gordon & Rees. Telephone conference with James Rush. E-mail follow-up with David Harris.	0.2	\$ 210.00	\$ 42.00
7/28/2014	JMS	Scan file-stamped copies of First Amended Summons and First Amended Complaint; pleadings and exhibit printouts	0.6	\$ 210.00	\$ 126.00
7/31/2014	JMS	Conference David Harris; Prepare Notice of Acknowledgment for Defense counsel's endorsement; Follow-up with Mr. Posard	0.7	\$ 210.00	\$ 147.00
8/1/2014	JMS	Draft new LCPAGA Letter (including Plaintiff Trevino) to Secretary California Labor and Work Development Agency; Send via Certified Mail	0.6	\$ 210.00	\$ 126.00
8/21/2014	JMS	Scan Executed Notice of Acknowledgement; forwarded to David Harris and James Rush	0.2	\$ 210.00	\$ 42.00
8/25/2014	JMS	Review Employee Time Clock Procedures and Memo printouts with James Rush	0.3	\$ 210.00	\$ 63.00
10/7/2014	JMS	Scan file stamped Complaint; Review file dates of original Complaint and FAC for James Rush and email same.	0.2	\$ 210.00	\$ 42.00
10/9/2014	JMS	Telephone conference with James Rush re: discovery received from Defendant; forward to David Harris	0.2	\$ 210.00	\$ 42.00

10/17/2014	JMS	Telephone conference with James Rush re: discovery; forward to David Harris	0.2	\$ 210.00	\$ 42.00
10/28/2014	JMS	Call from Defense counsel Joel Glaser of Gordon & Rees. Forwarded message to David Harris	0.1	\$ 210.00	\$ 21.00
11/6/2014	JMS	Prepare / propound discovery upon Defendant / scan all for electronic file	0.3	\$ 210.00	\$ 63.00
11/7/2014	JMS	Memo to James Rush and David Harris: Process Service: Discovery propounded upon Defendant by personal hand delivery on November 6, 2014.	0.2	\$ 210.00	\$ 42.00
12/9/2014	JMS	Call from Joel Glaser; forward message to David Harris	0.1	\$ 210.00	\$ 21.00
1/12/2015	JMS	Telephone conference with James Rush re: morning meeting with Defense counsel. Follow-up e-mails from James Rush forwarded to David Harris	0.4	\$ 210.00	\$ 84.00
2/10/2015	JMS	Calendar upcoming CMC and advised David Harris and James Rush	0.1	\$ 210.00	\$ 21.00
2/13/2015	JMS	Forward Notice of Date Change (of mediation) to May 29, 2015; forwarded to David Harris and James Rush	0.2	\$ 210.00	\$ 42.00
2/13/2015	JMS	Scan mediation agreement and submit to mediator	0.3	\$ 210.00	\$ 63.00
2/17/2015	JMS	Telephone Napa Superior Court re: follow-up on ruling on Stipulation to continue Case Management Conference	0.2	\$ 210.00	\$ 42.00
2/26/2015	JMS	Conference with David Harris re: conference with J. Rush tomorrow	0.2	\$ 210.00	\$ 42.00
3/13/2015	JMS	Meeting with James Rush and David Harris. Review Payroll Records spreadsheet	1.5	\$ 210.00	\$ 315.00
4/6/2015	JMS	Conference with David Harris re: Employee Time Records project and tabulation	0.8	\$ 210.00	\$ 168.00
4/8/2015	JMS	Telephone conference with James Rush	0.4	\$ 210.00	\$ 84.00
4/9/2015	JMS	Attend to issues related to review and analysis of employee time records for damage analysis.	6.25	\$ 210.00	\$ 1,312.50
4/10/2015	JMS	Attend to issues related to review and analysis of employee time records for damage analysis.	3.5	\$ 210.00	\$ 735.00
4/13/2015	JMS	Attend to issues related to review and analysis of employee time records for damage analysis.	6.25	\$ 210.00	\$ 1,312.50
4/14/2015	JMS	Attend to issues related to review and analysis of employee time records for damage analysis.	5.25	\$ 210.00	\$ 1,102.50
4/15/2015	JMS	Attend to issues related to review and analysis of employee time records for damage analysis.	5.75	\$ 210.00	\$ 1,207.50

4/16/2015	JMS	Attend to issues related to review and analysis of employee time records for damage analysis.	5	\$ 210.00	\$ 1,050.00
4/17/2015	JMS	Attend to issues related to review and analysis of employee time records for damage analysis.	4.25	\$ 210.00	\$ 892.50
4/20/2015	JMS	Attend to issues related to review and analysis of employee time records for damage analysis.	6.2	\$ 210.00	\$ 1,302.00
4/21/2015	JMS	Attend to issues related to review and analysis of employee time records for damage analysis.	3	\$ 210.00	\$ 630.00
4/22/2015	JMS	Attend to issues related to review and analysis of employee time records for damage analysis.	3.8	\$ 210.00	\$ 798.00
4/23/2015	JMS	Attend to issues related to review and analysis of employee time records for damage analysis.	2.4	\$ 210.00	\$ 504.00
4/24/2015	JMS	Attend to issues related to review and analysis of employee time records for damage analysis.	3.9	\$ 210.00	\$ 819.00
4/27/2015	JMS	Attend to issues related to review and analysis of employee time records for damage analysis.	5.9	\$ 210.00	\$ 1,239.00
4/28/2015	JMS	Attend to issues related to review and analysis of employee time records for damage analysis.	4.7	\$ 210.00	\$ 987.00
4/29/2015	JMS	Attend to issues related to review and analysis of employee time records for damage analysis.	7.7	\$ 210.00	\$ 1,617.00
4/30/2015	JMS	Attend to issues related to review and analysis of employee time records for damage analysis.	5.9	\$ 210.00	\$ 1,239.00
4/30/2015	JMS	Follow-up with mediator and David Harris	0.2	\$ 210.00	\$ 42.00
5/1/2015	JMS	Attend to issues related to review and analysis of employee time records for damage analysis.	5.85	\$ 210.00	\$ 1,228.50
5/4/2015	JMS	Enclosure letter prepared with check payment to mediator	0.2	\$ 210.00	\$ 42.00
5/4/2015	JMS	Attend to issues related to review and analysis of employee time records for damage analysis.	5.9	\$ 210.00	\$ 1,239.00
5/5/2015	JMS	Attend to issues related to review and analysis of employee time records for damage analysis.	5.8	\$ 210.00	\$ 1,218.00
5/6/2015	JMS	Attend to issues related to review and analysis of employee time records for damage analysis.	7.3	\$ 210.00	\$ 1,533.00
5/7/2015	JMS	Attend to issues related to review and analysis of employee time records for damage analysis.	3.4	\$ 210.00	\$ 714.00

5/8/2015	JMS	Attend to issues related to review and analysis of employee time records for damage analysis.	3.6	\$ 210.00	\$ 756.00
5/11/2015	JMS	Attend to issues related to review and analysis of employee time records for damage analysis.	4.4	\$ 210.00	\$ 924.00
5/12/2015	JMS	Attend to issues related to review and analysis of employee time records for damage analysis.	5.8	\$ 210.00	\$ 1,218.00
5/13/2015	JMS	Attend to issues related to review and analysis of employee time records for damage analysis.	4.3	\$ 210.00	\$ 903.00
5/14/2015	JMS	Prepare tabulations of Employee Time Records; forward to David Harris and James Rush	0.7	\$ 210.00	\$ 147.00
5/15/2015	JMS	E-mail to David Harris re: rest break violations	0.2	\$ 210.00	\$ 42.00
5/20/2015	JMS	Separate conferences David Harris and James Rush regarding combined tabulations	2.1	\$ 210.00	\$ 441.00
5/21/2015	JMS	Extension request to mediator; follow-up with David Harris and James Rush	0.2	\$ 210.00	\$ 42.00
5/21/2015	JMS	Update Payroll Records spreadsheet with combined tabulations; follow-up with James Rush and David Harris	2.2	\$ 210.00	\$ 462.00
5/26/2015	JMS	Review class list and spreadsheets; Update tabulations, Payroll Records spreadsheet, multiple conferences and mediation preparation assistance for David Harris	4.5	\$ 210.00	\$ 945.00
6/8/2015	JMS	Filed Case Management Statement via One Legal to Napa Superior Court. Proof of service by mail prepared for Defense counsel Mark Posard of Gordon & Rees.	0.3	\$ 210.00	\$ 63.00
6/23/2015	JMS	Filed Case Management Statement via One Legal to Napa Superior Court. Proof of service by mail prepared for Defense counsel Mark Posard of Gordon & Rees.	0.3	\$ 210.00	\$ 63.00
7/21/2015	JMS	Telephone and e-mail contacts with Clients regarding execution of separate declarations in support of Preliminary Approval.	0.3	\$ 210.00	\$ 63.00
7/22/2015	JMS	Follow-up with Clients regarding execution of separate declarations in support of Preliminary Approval.	0.1	\$ 210.00	\$ 21.00
7/23/2015	JMS	Telephone with Clients regarding execution of declarations	0.2	\$ 210.00	\$ 42.00
7/27/2015	JMS	Telephone and e-mail contacts with Clients regarding execution of declarations.	0.2	\$ 210.00	\$ 42.00

8/27/2015	JMS	Conference with David Harris; Scan Order Granting Preliminary Approval to David Harris	0.2	\$ 210.00	\$ 42.00
9/8/2015	JMS	Telephone and e-mail contacts with Clients regarding execution of separate declarations in support of Attorney Fees, Costs and Enhancement Award.	0.5	\$ 210.00	\$ 105.00
TOTALS			152		\$ 31,920.00

CLIENT COSTS LEDGER

CLIENTS:

Coral McQueen & Felicia Trevino

MATTER:

Odd Fellows Home of California

Invoice Date	Type	Description	Charges
5/23/2014	Filing Fee, Service Fee, Area Surcharge	One Legal: Summons, Complaint & Filing Documents	\$618.85
5/24/2014	Postage	Certified Mailings: LWDA	\$18.16
7/23/2014	Filing Fee, Service Fee, Area Surcharge	One Legal: First Amended Complaint, Exhibits and First Amended Summons	\$133.90
8/1/2014	Postage	Certified Mailings: Gordon Rees LLP	\$6.59
8/1/2014	Postage	Certified Mailings: LWDA & Defendant Odd Fellows	\$18.16
10/15/2014	Filing Fee	One Legal: Case Management Statement	\$60.90
10/30/2014	Court Fee	Court Call re: Case Management Conference	\$86.00
11/6/2014	Process Svc	Bay City Legal: Service of Discovery to Gordon & Rees LLP: Form Interrogatories & Special Interrogatories	\$25.00
11/13/2014	Jury Fees	Napa County Superior Court	\$150.00
12/14/2014	Travel	Mileage, Mill Valley to Napa	\$48.47
12/14/2014	Lodging	Marriott, Napa, CA (Room, Internet, Business Meal)	\$266.90
Feb-15	Photocopies	Photocopies of Defendant document production for damage analysis	\$112.50
2/11/2015	Filing Fee	One Legal: Case Management Statement	\$65.90
Mar-15	Photocopies	Photocopies of Defendant document production for damage analysis	\$91.50
Apr-15	Photocopies	Photocopies of Defendant document production for damage analysis	\$88.75
5/4/2015	Mediation Fee	First Mediation Corporation	\$2,425.00
6/9/2015	Filing Fee	One Legal: Case Management Statement	\$65.90
6/24/2015	Court Fee	Court Call re: Case Management Conference	\$86.00
7/29/2015	Filing Fee	One Legal: Motion Preliminary Approval of Class-Action Settlement	\$276.15
9/15/2015	Filing Fee	One Legal: Motion for Attorney Fees, Costs and Enhancement Award	\$276.15
Oct-15	Filing Fee	One Legal: Motion for Final Approval of Class-Action Settlement	\$276.15
Nov-15	Filing Fee	One Legal: Supplemental Declaration regarding Claims Received	\$60.90
Nov-15	Travel/Expenses	Estimated Travel and Mileage re: Appearance on Motion for Final Approval	\$325.00
Total NBLG Costs			\$5,582.83

EXHIBIT 2

1 David S. Harris (SBN 215224)
2 NORTH BAY LAW GROUP
3 116 E. Blithedale Avenue, Suite #2
4 Mill Valley, California 94941-2024
5 Telephone: 415.388.8788; Facsimile: 415.388.8770
6 dsh@northbaylawgroup.com

7 James Rush (SBN 240284)
8 LAW OFFICES OF JAMES D. RUSH
9 7665 Redwood Blvd., Suite 200
10 Novato, California 94945-1405
11 Telephone: 415.897.4801; Facsimile: 415.897.5316
12 jr@rushlawoffices.com

13 Attorneys for Plaintiffs

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SUPERIOR COURT OF CALIFORNIA

COUNTY OF NAPA

CORAL MCQUEEN and FELICIA
TREVINO , individually and on behalf
of all others similarly situated,

Plaintiffs,

v.

ODD FELLOWS HOME OF
CALIFORNIA, a California corporation,
and DOE 1 through and including DOE
100,

Defendants.

Case No. 26-64176

**DECLARATION OF JAMES D. RUSH IN
SUPPORT OF PLAINTIFFS' MOTION FOR
ATTORNEYS' FEES, COSTS AND
ENHANCEMENT AWARD**

James D. Rush, declares as follows:

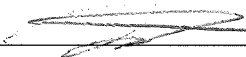
1. I am an attorney duly licensed to practice law in the State of California and I am an attorney of record for plaintiffs in this action. I make this Declaration in Support of Plaintiffs' Motion for Attorneys' Fees, Costs and Enhancement Award.
2. I am a graduate of the University of California, Riverside (BA 1995) and the University of San Francisco School of Law (JD 2005) and a member of the California bar (December, 2005). Upon graduating from the University of San Francisco, School of Law, I joined the San Francisco office of Saveri & Saveri, Inc., where I worked from December, 2005 through October 2007 on national anti-trust class action cases. Thereafter, I founded the Law Office of James D. Rush, APC, where I have worked for the past seven years.
3. I have represented employees in disputes concerning their receipt of pay in connection with their employment, both in state and federal courts in California. E.g., Covillo v. Specialty's Café & Bakery, Inc., 2012 U.S. Dist. LEXIS 114602 (N.D. Cal. 2012) (denial of employer's attempt to enforce arbitration clause in employment agreements – class of over 3,700 employees resulting in a \$2,000,000 settlement); O'Sullivan, et al v. AMN Services, Inc., Case No. 3:12-cv-02125 JCS (N.D. Cal. 2013)(class of over 11,000 employees resulting in \$3,000,000 settlement); Osorio, et al v. Ghiringhelli Specialty Foods, Inc., Solano County Case No. FCS040751 (class of over 600 employees resulting in a \$399,000 settlement).
4. I have also represented individual plaintiffs in cases against their employers concerning their receipt of pay, wrongful termination, discrimination, whistleblower retaliation, and relators under the federal False Claims Act. The present case, along with a majority of the cases I have worked on, was prosecuted on a contingent-fee basis.

1 5. My hourly rate is \$430 per hour. As set forth on the attached Exhibit 1, I have spent a
2 total of 216.60 hours working on this case, and thus my total lodestar, without applying
3 any multiplier, is \$93,138.00.

4 6. I accepted this matter and agreed to represent my clients entirely on a contingent basis,
5 and have not been paid any attorneys fees and I have not been reimbursed for any costs I
6 have advanced on behalf of my clients' case. Attached hereto as Exhibit 1 is a summary
7 of the costs I have incurred in this matter, which total \$4,104.45 through the filing of this
8 motion.
9

10 I declare under the penalty of perjury of the laws of the State of California that the foregoing is true and
11 correct to the best of my knowledge.

12 Executed on September 10, 2015 at Novato, California.

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14 _____

15 James D. Rush, Esq.
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EXHIBIT 1

Date	Matter	Description	User	Rate	Total
08/20/2015	<u>00063-McQueen, Coral</u>	Correspondence : Emails and call with David Harris.	<u>James Rush</u>	\$430.00	\$86.00
			0.20		
07/29/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Review draft of Motion for Preliminary Approval and Declaration of David Harris re: same; email to David Harris re: same.	<u>James Rush</u>	\$430.00	\$215.00
			0.50		
07/28/2015	<u>00063-McQueen, Coral</u>	Telephone call with David Harris re: case status.	<u>James Rush</u>	\$430.00	\$43.00
			0.10		
07/27/2015	<u>00063-McQueen, Coral</u>	Correspondence : Receipt and review of 12 emails from co-counsel and Plaintiff's counsel.	<u>James Rush</u>	\$430.00	\$344.00
			0.80		
07/17/2015	<u>00063-McQueen, Coral</u>	Correspondence : Emails from co-counsel and opposing counsel re: claim form and settlement agreement.	<u>James Rush</u>	\$430.00	\$129.00
			0.30		
07/14/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Draft Declaration of Coral McQueen in support of Motion for Preliminary Approval; email to David Harris re: same.	<u>James Rush</u>	\$430.00	\$172.00
			0.40		
07/08/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Draft declarations for clients for Motion for Preliminary Approval.	<u>James Rush</u>	\$430.00	\$301.00
			0.70		
07/07/2015	<u>00063-McQueen, Coral</u>	Correspondence : Review of emails re: settlement agreement and class administrator quotes.	<u>James Rush</u>	\$430.00	\$129.00
			0.30		
07/07/2015	<u>00063-McQueen, Coral</u>	Telephone Call: Call with David Harris re: Motion for Preliminary Approval.	<u>James Rush</u>	\$430.00	\$43.00
			0.10		
06/26/2015	<u>00063-McQueen, Coral</u>	Correspondence : Receipt and review of emails with co-counsel and opposing counsel re: long form settlement agreement and class administration bids.	<u>James Rush</u>	\$430.00	\$172.00
			0.40		
06/23/2015	<u>00063-McQueen, Coral</u>	Emails from co-counsel and opposing counsel re: CMC and settlement agreement.	<u>James Rush</u>	\$430.00	\$86.00
			0.20		
06/10/2015	<u>00063-McQueen, Coral</u>	Correspondence : Email from Mark Posard re: long form settlement agreement.	<u>James Rush</u>	\$430.00	\$43.00
			0.10		
06/08/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Review of CMC statement; emails with Mike Solano re: same.	<u>James Rush</u>	\$430.00	\$86.00
			0.20		
06/05/2015	<u>00063-McQueen, Coral</u>	Correspondence : Emails with David Harris re: long form settlement agreement and board approval.	<u>James Rush</u>	\$430.00	\$43.00
			0.10		
06/03/2015	<u>00063-McQueen, Coral</u>	Correspondence : Email to David Harris re: settlement agreement.	<u>James Rush</u>	\$430.00	\$43.00
			0.10		

Date	Matter	Description	User	Rate	Total
05/29/2015	<u>00063-McQueen, Coral</u>	Travel: Travel from San Francisco to Novato following mediation.	<u>James Rush</u> 1.30	\$430.00	\$559.00
05/29/2015	<u>00063-McQueen, Coral</u>	Travel: Travel from Novato to San Francisco for mediation.	<u>James Rush</u> 1.40	\$430.00	\$602.00
05/28/2015	<u>00063-McQueen, Coral</u>	Other: Review file, gather documents in preparation for mediation.	<u>James Rush</u> 1.20	\$430.00	\$516.00
05/28/2015	<u>00063-McQueen, Coral</u>	Correspondence : Emails with Clients and co-counsel re: mediation.	<u>James Rush</u> 0.30	\$430.00	\$129.00
05/27/2015	<u>00063-McQueen, Coral</u>	Correspondence : Email to mediator re pre-mediation questions.	<u>James Rush</u> 0.20	\$430.00	\$86.00
05/27/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Review and revise mediation brief; correspondence with David Harris re same.	<u>James Rush</u> 2.10	\$430.00	\$903.00
05/26/2015	<u>00063-McQueen, Coral</u>	Telephone Call: Telephone call with David Harris re: mediation brief and mediation strategy.	<u>James Rush</u> 1.00	\$430.00	\$430.00
05/26/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Review and revise mediation brief; email to David Harris re: same.	<u>James Rush</u> 2.00	\$430.00	\$860.00
05/22/2015	<u>00063-McQueen, Coral</u>	Correspondence : Email to David Harris re: plaintiff's statements for mediation brief.	<u>James Rush</u> 0.10	\$430.00	\$43.00
05/21/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Review document production for damages analysis.	<u>James Rush</u> 4.00	\$430.00	\$1,720.00
05/21/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Review document production; draft damages analysis spreadsheet.	<u>James Rush</u> 5.40	\$430.00	\$2,322.00
05/21/2015	<u>00063-McQueen, Coral</u>	Correspondence : Emails to David Harris re: exhibits to mediation statement; telephone call with Mike Solano re same.	<u>James Rush</u> 0.50	\$430.00	\$215.00
05/20/2015	<u>00063-McQueen, Coral</u>	Telephone Call: Telephone call with Mike Solano at North Bay Law Group re: document review and damages analysis.	<u>James Rush</u> 0.80	\$430.00	\$344.00
05/20/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Review document production; draft damages analysis spreadsheet.	<u>James Rush</u> 4.90	\$430.00	\$2,107.00
05/20/2015	<u>00063-McQueen, Coral</u>	Telephone Call: Telephone call with David Harris re: document production and mediation statement.	<u>James Rush</u> 0.20	\$430.00	\$86.00

Date	Matter	Description	User	Rate	Total
05/20/2015	<u>00063-McQueen, Coral</u>	Correspondence : Emails with Clients re: mediation information.	<u>James Rush</u> 0.30	\$430.00	\$129.00
05/15/2015	<u>00063-McQueen, Coral</u>	Telephone Call: Telephone call with Mike Solano re: document production damages analysis.	<u>James Rush</u> 0.30	\$430.00	\$129.00
05/13/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Review document production for damages analysis.	<u>James Rush</u> 1.50	\$430.00	\$645.00
05/13/2015	<u>00063-McQueen, Coral</u>	Telephone call with David Harris re: document production and mediation brief.	<u>James Rush</u> 0.20	\$430.00	\$86.00
05/12/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Review document production for damages analysis and draft spreadsheet.	<u>James Rush</u> 1.90	\$430.00	\$817.00
05/05/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Review document production for damages analysis.	<u>James Rush</u> 1.00	\$430.00	\$430.00
05/04/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Review document production for damages analysis.	<u>James Rush</u> 1.00	\$430.00	\$430.00
05/01/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Review document production for damages analysis.	<u>James Rush</u> 0.80	\$430.00	\$344.00
05/01/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Review document production for damages analysis.	<u>James Rush</u> 2.30	\$430.00	\$989.00
04/20/2015	<u>00063-McQueen, Coral</u>	Telephone call with David Harris re: document review and discovery issues.	<u>James Rush</u> 0.40	\$430.00	\$172.00
04/16/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Review document production for damages analysis; revise spreadsheet re: same.	<u>James Rush</u> 2.40	\$430.00	\$1,032.00
04/16/2015	<u>00063-McQueen, Coral</u>	Telephone Call: Telephone call with Steve Lee, J.D. regarding document review for damages analysis.	<u>James Rush</u> 0.50	\$430.00	\$215.00
04/12/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Review document production for damages analysis.	<u>James Rush</u> 2.70	\$430.00	\$1,161.00
04/08/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Review document production for damages analysis.	<u>James Rush</u> 3.40	\$430.00	\$1,462.00
04/08/2015	<u>00063-McQueen, Coral</u>	Telephone Call: Telephone call with J. Michael Solano re: document review.	<u>James Rush</u> 0.10	\$430.00	\$43.00

Date	Matter	Description	User	Rate	Total
04/06/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Review document production for damages analysis.	<u>James Rush</u> 2.50	\$430.00	\$1,075.00
04/06/2015	<u>00063-McQueen, Coral</u>	Telephone Call: Telephone call with David Harris re: document production.	<u>James Rush</u> 0.20	\$430.00	\$86.00
04/03/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Review document production for damages analysis.	<u>James Rush</u> 4.10	\$430.00	\$1,763.00
04/02/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Review document production for damages analysis.	<u>James Rush</u> 6.50	\$430.00	\$2,795.00
04/01/2015	<u>00063-McQueen, Coral</u>	Correspondence : Review file; email to opposing counsel and co-counsel re: document production and mediation.	<u>James Rush</u> 0.50	\$430.00	\$215.00
04/01/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Review document production for damages analysis.	<u>James Rush</u> 7.40	\$430.00	\$3,182.00
03/31/2015	<u>00063-McQueen, Coral</u>	Review document production for damages analysis.	<u>James Rush</u> 6.10	\$430.00	\$2,623.00
03/30/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Review document production for damages analysis.	<u>James Rush</u> 6.70	\$430.00	\$2,881.00
03/27/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Review document production for damages analysis.	<u>James Rush</u> 3.90	\$430.00	\$1,677.00
03/27/2015	<u>00063-McQueen, Coral</u>	Correspondence : Emails with opposing counsel re: document production.	<u>James Rush</u> 0.20	\$430.00	\$86.00
03/27/2015	<u>00063-McQueen, Coral</u>	Telephone Call: Telephone call with David Harris re: document production.	<u>James Rush</u> 0.30	\$430.00	\$129.00
03/26/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Review Defendants' document production for damages analysis data.	<u>James Rush</u> 7.10	\$430.00	\$3,053.00
03/13/2015	<u>00063-McQueen, Coral</u>	Meeting : Meeting with David Harris re: document production review.	<u>James Rush</u> 2.00	\$430.00	\$860.00
03/13/2015	<u>00063-McQueen, Coral</u>	Correspondence : Travel from Mill Valley to Novato after meeting with David Harris.	<u>James Rush</u> 0.70	\$430.00	\$301.00
03/13/2015	<u>00063-McQueen, Coral</u>	Travel: Travel from Novato to Mill Valley to meet with David Harris.	<u>James Rush</u> 0.50	\$430.00	\$215.00

Date	Matter	Description	User	Rate	Total
03/10/2015	<u>00063-McQueen, Coral</u>	Correspondence : Emails with David Harris re: document production and meeting to review same.	<u>James Rush</u> 0.20	\$430.00	\$86.00
03/10/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Receipt and review of meet and confer letter from Stephanie Halford re: plaintiff's discovery responses.	<u>James Rush</u> 0.30	\$430.00	\$129.00
03/02/2015	<u>00063-McQueen, Coral</u>	Correspondence : Emails with opposing counsel re: document production.	<u>James Rush</u> 0.20	\$430.00	\$86.00
02/27/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Review document production for damages analysis, draft spreadsheet, draft letter regarding deficiencies in production.	<u>James Rush</u> 6.70	\$430.00	\$2,881.00
02/26/2015	<u>00063-McQueen, Coral</u>	Telephone Call: Emails and telephone call with former employee of Defendant re: possible declaration.	<u>James Rush</u> 0.50	\$430.00	\$215.00
02/26/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Review Defendants' document production and draft spreadsheet for damages analysis.	<u>James Rush</u> 5.90	\$430.00	\$2,537.00
02/25/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Review Defendants' document production and draft spreadsheet for damages analysis.	<u>James Rush</u> 5.40	\$430.00	\$2,322.00
02/25/2015	<u>00063-McQueen, Coral</u>	Correspondence : Emails with David Harris re: meet and confer re: Plaintiffs' responses.	<u>James Rush</u> 0.10	\$430.00	\$43.00
02/24/2015	<u>00063-McQueen, Coral</u>	Telephone Call: Phone call with Stephanie Halford re: meet and confer re: Plaintiffs' discovery responses.	<u>James Rush</u> 0.30	\$430.00	\$129.00
02/23/2015	<u>00063-McQueen, Coral</u>	Telephone Call: Telephone call with David Harris re: discovery issues.	<u>James Rush</u> 0.50	\$430.00	\$215.00
02/18/2015	<u>00063-McQueen, Coral</u>	Correspondence : Telephone call from Stephanie Halford re: meet and confer re: Plaintiff's responses; email to David Harris re: same.	<u>James Rush</u> 0.20	\$430.00	\$86.00
02/18/2015	<u>00063-McQueen, Coral</u>	Correspondence : Emails re: CMC continuance.	<u>James Rush</u> 0.20	\$430.00	\$86.00
02/13/2015	<u>00063-McQueen, Coral</u>	Correspondence : Emails with co-counsel re: CMC and mediation.	<u>James Rush</u> 0.20	\$430.00	\$86.00
02/11/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Review Defendant's document production 1-2303 for evidence of labor code violations.	<u>James Rush</u> 8.30	\$430.00	\$3,569.00
02/11/2015	<u>00063-McQueen, Coral</u>	Correspondence : Emails with co-counsel and opposing counsel re: CMC stipulation.	<u>James Rush</u> 0.20	\$430.00	\$86.00

Date	Matter	Description	User	Rate	Total
02/10/2015	<u>00063-McQueen, Coral</u>	Emails with co-counsel re draft of CMC statement; review same.	<u>James Rush</u> 0.20	\$430.00	\$86.00
02/09/2015	<u>00063-McQueen, Coral</u>	Correspondence : Emails with class representatives re: mediation date.	<u>James Rush</u> 0.20	\$430.00	\$86.00
02/09/2015	<u>00063-McQueen, Coral</u>	Correspondence : Email from mediator re: new mediation date; sign and email back retainer agreement to mediator.	<u>James Rush</u> 0.10	\$430.00	\$43.00
02/09/2015	<u>00063-McQueen, Coral</u>	Correspondence : Review file; draft meet and confer letter re: discovery responses.	<u>James Rush</u> 1.10	\$430.00	\$473.00
02/06/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Review file; draft meet and confer letter to opposing counsel re: alleged deficiencies in Plaintiffs' responses; email draft to co-counsel for review.	<u>James Rush</u> 1.10	\$430.00	\$473.00
01/27/2015	<u>00063-McQueen, Coral</u>	Correspondence : 15 emails with co-counsel and opposing counsel re: protective order, discovery, and mediation.	<u>James Rush</u> 1.50	\$430.00	\$645.00
01/27/2015	<u>00063-McQueen, Coral</u>	Telephone Call: Telephone call with David Harris re: case status, mediation, and discovery.	<u>James Rush</u> 0.40	\$430.00	\$172.00
01/12/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Receipt and review of email and meet and confer letter re: Plaintiff's responses to discovery.	<u>James Rush</u> 0.30	\$430.00	\$129.00
01/12/2015	<u>00063-McQueen, Coral</u>	Correspondence : Telephone call and email re: random sampling of class list for document production.	<u>James Rush</u> 0.20	\$430.00	\$86.00
01/12/2015	<u>00063-McQueen, Coral</u>	Correspondence : Emails with David Harris re: conference call with opposing counsel.	<u>James Rush</u> 0.20	\$430.00	\$86.00
01/12/2015	<u>00063-McQueen, Coral</u>	Telephone Call: Conference call with opposing counsel re: discovery issues.	<u>James Rush</u> 0.30	\$430.00	\$129.00
01/12/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Review file to prepare for conference call with opposing counsel re: discovery and depositions.	<u>James Rush</u> 0.30	\$430.00	\$129.00
01/12/2015	<u>00063-McQueen, Coral</u>	Telephone Call: Telephone call with co-counsel re: conference call with opposing counsel re: discovery.	<u>James Rush</u> 0.10	\$430.00	\$43.00
01/09/2015	<u>00063-McQueen, Coral</u>	Correspondence : Emails re: conference call to discuss discovery.	<u>James Rush</u> 0.10	\$430.00	\$43.00
01/06/2015	<u>00063-McQueen, Coral</u>	Review and Draft : Review documents to determine proper persons to issue deposition notices.	<u>James Rush</u> 0.80	\$430.00	\$344.00

Date	Matter	Description	User	Rate	Total
01/06/2015	<u>00063-McQueen, Coral</u>	Telephone Call: Phone call with David Harris re: discovery strategy and mediation.	<u>James Rush</u> 0.30	\$430.00	\$129.00
01/06/2015	<u>00063-McQueen, Coral</u>	Correspondence : Emails with co-counsel and opposing counsel re: discovery extension and depositions.	<u>James Rush</u> 0.40	\$430.00	\$172.00
12/18/2014	<u>00063-McQueen, Coral</u>	Research: Research common interest doctrine re: jointly represented plaintiffs and the attorney-client privilege.	<u>James Rush</u> 0.80	\$430.00	\$344.00
12/16/2014	<u>00063-McQueen, Coral</u>	Telephone Call: Phone call with David Harris re: deposition of Felicia Trevino.	<u>James Rush</u> 0.30	\$430.00	\$129.00
12/16/2014	<u>00063-McQueen, Coral</u>	Travel: Travel from Napa to Novato after deposition of Felicia Trevino.	<u>James Rush</u> 1.00	\$430.00	\$430.00
12/16/2014	<u>00063-McQueen, Coral</u>	Deposition: Attend deposition of Felicia Trevino.	<u>James Rush</u> 4.80	\$430.00	\$2,064.00
12/16/2014	<u>00063-McQueen, Coral</u>	Travel: Travel to Napa for deposition of Felicia Trevino; meeting with Client prior to deposition.	<u>James Rush</u> 1.20	\$430.00	\$516.00
12/15/2014	<u>00063-McQueen, Coral</u>	Telephone Call: Telephone call with Felicia Trevino re: deposition.	<u>James Rush</u> 0.40	\$430.00	\$172.00
12/15/2014	<u>00063-McQueen, Coral</u>	Correspondence : Emails with opposing counsel and co-counsel re: document production for deposition; scan and email 2012 Employee Handbook re: same.	<u>James Rush</u> 0.50	\$430.00	\$215.00
12/09/2014	<u>00063-McQueen, Coral</u>	Correspondence : Email to David Harris and Coral McQueen re: deposition preparation.	<u>James Rush</u> 0.10	\$430.00	\$43.00
12/09/2014	<u>00063-McQueen, Coral</u>	Telephone Call: Telephone call with David Harris re: depositions and discovery requests.	<u>James Rush</u> 0.40	\$430.00	\$172.00
12/08/2014	<u>00063-McQueen, Coral</u>	Meeting : Meeting with Coral McQueen to discuss deposition preparation.	<u>James Rush</u> 1.20	\$430.00	\$516.00
12/01/2014	<u>00063-McQueen, Coral</u>	Review and Draft : Revise and draft Felicia Trevino's discovery responses; emails with David Harris re: same; meet and confer with Paralegal Hobbs re: transmittal of same.	<u>James Rush</u> 6.70	\$430.00	\$2,881.00
11/21/2014	<u>00063-McQueen, Coral</u>	Meeting : Meeting with Felicia Trevino re: discovery responses.	<u>James Rush</u> 1.50	\$430.00	\$645.00
11/21/2014	<u>00063-McQueen, Coral</u>	Travel: Travel from Napa to Novato following meeting with Felicia Trevino re: discovery responses.	<u>James Rush</u> 0.80	\$430.00	\$344.00

Date	Matter	Description	User	Rate	Total
11/21/2014	<u>00063-McQueen, Coral</u>	Travel: Travel to Napa for meeting with Felicia Trevino re: discovery responses.	<u>James Rush</u> 0.80	\$430.00	\$344.00
11/20/2014	<u>00063-McQueen, Coral</u>	Correspondence : Further emails with co-counsel, clients, and opposing counsel re: depositions.	<u>James Rush</u> 0.20	\$430.00	\$86.00
11/19/2014	<u>00063-McQueen, Coral</u>	Correspondence : Emails with co-counsel and opposing counsel re: depositions and discovery extensions.	<u>James Rush</u> 0.20	\$430.00	\$86.00
11/19/2014	<u>00063-McQueen, Coral</u>	Review and Draft : Review Requests for Production; draft Responses to Requests for Production for Coral McQueen; draft Responses to Request for Production for Felicia Trevino.	<u>James Rush</u> 3.90	\$430.00	\$1,677.00
11/19/2014	<u>00063-McQueen, Coral</u>	Review and Draft : Draft Responses to Requests for Admissions; revise Responses to Special Interrogatories; meet and confer with Paralegal Hobbs re: verifications for discovery responses.	<u>James Rush</u> 8.80	\$430.00	\$3,784.00
11/19/2014	<u>00063-McQueen, Coral</u>	Telephone Call: Telephone call to David Harris re: discovery.	<u>James Rush</u> 0.10	\$430.00	\$43.00
11/19/2014	<u>00063-McQueen, Coral</u>	Telephone Call: Telephone call with Felicia Trevino re: discovery responses and deposition scheduling.	<u>James Rush</u> 0.20	\$430.00	\$86.00
11/18/2014	<u>00063-McQueen, Coral</u>	Review and Draft : Draft Coral McQueen's responses to Form Interrogatories (General), Form Interrogatories (Employment) and Special Interrogatories.	<u>James Rush</u> 2.40	\$430.00	\$1,032.00
11/11/2014	<u>00063-McQueen, Coral</u>	Research: Research proposed mediator; email to David Harris re: same.	<u>James Rush</u> 0.00	\$430.00	\$0.00
11/11/2014	<u>00063-McQueen, Coral</u>	Telephone Call: Conference call with David Harris and opposing counsel re: discovery issues and mediation.	<u>James Rush</u> 0.40	\$430.00	\$172.00
11/11/2014	<u>00063-McQueen, Coral</u>	Telephone Call: Telephone call with David Harris re: conference call with opposing counsel.	<u>James Rush</u> 0.40	\$430.00	\$172.00
11/11/2014	<u>00063-McQueen, Coral</u>	Correspondence : Email to opposing counsel re: discovery extension.	<u>James Rush</u> 0.10	\$430.00	\$43.00
11/11/2014	<u>00063-McQueen, Coral</u>	Correspondence : Emails with Coral McQueen re: deposition dates.	<u>James Rush</u> 0.30	\$430.00	\$129.00
11/10/2014	<u>00063-McQueen, Coral</u>	Correspondence : Emails with Coral McQueen re: discovery responses.	<u>James Rush</u> 0.20	\$430.00	\$86.00

Date	Matter	Description	User	Rate	Total
11/07/2014	<u>00063-McQueen, Coral</u>	Correspondence : Emails and telephone calls to co-counsel re: discovery responses.	<u>James Rush</u> 0.20	\$430.00	\$86.00
11/07/2014	<u>00063-McQueen, Coral</u>	Correspondence : Emails with co-counsel and opposing counsel re: telephone conference.	<u>James Rush</u> 0.20	\$430.00	\$86.00
11/07/2014	<u>00063-McQueen, Coral</u>	Review and Draft : Review and draft responses to Special Interrogatories, Set One to Coral McQueen.	<u>James Rush</u> 1.90	\$430.00	\$817.00
11/06/2014	<u>00063-McQueen, Coral</u>	Review file and draft Responses to Form Interrogatories (Employment) for Coral McQueen; draft draft Responses to Form Interrogatories (Employment) for Felicia Trevino; email to David Harris re: same.	<u>James Rush</u> 2.20	\$430.00	\$946.00
11/05/2014	<u>00063-McQueen, Coral</u>	Review and Draft : Review file and discovery requests; draft Responses to Requests for Admission for Felicia Trevino; draft Responses to Requests for Admission for Coral McQueen.	<u>James Rush</u> 2.10	\$430.00	\$903.00
10/28/2014	<u>00063-McQueen, Coral</u>	Correspondence : Emails with opposing counsel re: discovery extensions and meet and confer.	<u>James Rush</u> 0.20	\$430.00	\$86.00
10/27/2014	<u>00063-McQueen, Coral</u>	Correspondence : Review file to determine due date of discovery responses; email request for extension of same to opposing counsel; emails with David Harris re: same.	<u>James Rush</u> 0.30	\$430.00	\$129.00
10/17/2014	<u>00063-McQueen, Coral</u>	Draft Form Interrogatories - General; draft Form Interrogatories - Employment; draft Request for Production of Documents and Things; telephone call to David Harris re: discovery issues.	<u>James Rush</u> 1.90	\$430.00	\$817.00
10/14/2014	<u>00063-McQueen, Coral</u>	Correspondence : Emails with David Harris re: CMC statement and discovery.	<u>James Rush</u> 0.20	\$430.00	\$86.00
10/13/2014	<u>00063-McQueen, Coral</u>	Review and Draft : Draft Request for Production of Documents and Things; email draft to David Harris.	<u>James Rush</u> 1.10	\$430.00	\$473.00
10/02/2014	<u>00063-McQueen, Coral</u>	Telephone Call: Telephone call from class member re: employees being told to clock in/out for rest breaks even though breaks not being provided; email to David Harris re: same.	<u>James Rush</u> 0.50	\$430.00	\$215.00
10/01/2014	<u>00063-McQueen, Coral</u>	Correspondence : Call from class member re: Oddfellows management.	<u>James Rush</u> 0.10	\$430.00	\$43.00
09/25/2014	<u>00063-McQueen, Coral</u>	Correspondence : 7 emails with Coral McQueen and Felicia Trevino re: Notices of Deposition and Requests for Production of Documents.	<u>James Rush</u> 0.70	\$430.00	\$301.00
09/24/2014	<u>00063-McQueen, Coral</u>	Correspondence : 4 emails with Coral McQueen re: case status and discovery.	<u>James Rush</u>	\$430.00	\$129.00

Date	Matter	Description	User	Rate	Total
			0.30		
09/22/2014	<u>00063-McQueen, Coral</u>	Correspondence : Email to David Harris re: propounding discovery on Defendant.	<u>James Rush</u>	\$430.00	\$86.00
			0.20		
09/22/2014	<u>00063-McQueen, Coral</u>	Review and Draft : Receipt and review of Defendant's Answer to Complaint.	<u>James Rush</u>	\$430.00	\$86.00
			0.20		
08/22/2014	<u>00063-McQueen, Coral</u>	4 emails with Coral McQueen re: new policies at Defendant.	<u>James Rush</u>	\$430.00	\$172.00
			0.40		
08/19/2014	<u>00063-McQueen, Coral</u>	Telephone Call: Telephone call with David Harris re: case status and strategy.	<u>James Rush</u>	\$430.00	\$86.00
			0.20		
08/04/2014	<u>00063-McQueen, Coral</u>	Correspondence : Email to David Harris re: call with class member re: break issues and wage premium.	<u>James Rush</u>	\$430.00	\$86.00
			0.20		
08/04/2014	<u>00063-McQueen, Coral</u>	Telephone Call: Telephone call with class member re: break issues and wage premium.	<u>James Rush</u>	\$430.00	\$215.00
			0.50		
07/30/2014	<u>00063-McQueen, Coral</u>	Correspondence : 5 emails with opposing counsel, co-counsel, and Client re: case status and service of Amended Complaint.	<u>James Rush</u>	\$430.00	\$215.00
			0.50		
07/29/2014	<u>00063-McQueen, Coral</u>	Telephone Call: Telephone call with David Harris re: service of Amended Complaint and settlement conversations with opposing counsel.	<u>James Rush</u>	\$430.00	\$86.00
			0.20		
07/23/2014	<u>00063-McQueen, Coral</u>	Review and Draft : Receipt and review of draft of First Amended Complaint; revise same; email to David Harris re: same.	<u>James Rush</u>	\$430.00	\$172.00
			0.40		
07/22/2014	<u>00063-McQueen, Coral</u>	Telephone Call: Further telephone call with David Harris re: First Amended Complaint and Trevino employment status.	<u>James Rush</u>	\$430.00	\$43.00
			0.10		
07/22/2014	<u>00063-McQueen, Coral</u>	Telephone Call: Telephone call with Felicia Trevino re: OT rate and paystubs.	<u>James Rush</u>	\$430.00	\$86.00
			0.20		
07/22/2014	<u>00063-McQueen, Coral</u>	Telephone Call: Telephone call with David Harris re: First Amended Complaint.	<u>James Rush</u>	\$430.00	\$86.00
			0.20		
07/16/2014	<u>00063-McQueen, Coral</u>	Correspondence : Receipt and review of voice mail from Coral McQueen re: regular rate and OT rate; email to David Harris re: same.	<u>James Rush</u>	\$430.00	\$86.00
			0.20		
07/16/2014	<u>00063-McQueen, Coral</u>	Telephone Call: Telephone call to Coral McQueen re: OT rate calculations and pay records.	<u>James Rush</u>	\$430.00	\$43.00
			0.10		

Date	Matter	Description	User	Rate	Total
07/16/2014	<u>00063-McQueen, Coral</u>	Telephone Call: Telephone call to Felicia Trevino re: OT rate calculations and pay records.	<u>James Rush</u> 0.10	\$430.00	\$43.00
07/16/2014	<u>00063-McQueen, Coral</u>	Telephone Call: Telephone call with David Harris re: OT rate calculations and Clients' pay records.	<u>James Rush</u> 0.60	\$430.00	\$258.00
07/16/2014	<u>00063-McQueen, Coral</u>	Correspondence : Emails with David Harris re: regular rate/various OT rate calculations for Client pay records.	<u>James Rush</u> 0.30	\$430.00	\$129.00
07/10/2014	<u>00063-McQueen, Coral</u>	Telephone Call: Telephone call with David Harris re: case status.	<u>James Rush</u> 0.40	\$430.00	\$172.00
07/10/2014	<u>00063-McQueen, Coral</u>	Correspondence : Emails with David Harris re: case status.	<u>James Rush</u> 0.10	\$430.00	\$43.00
07/09/2014	<u>00063-McQueen, Coral</u>	Correspondence : Draft spreadsheet and email to David Harris re: violations.	<u>James Rush</u> 0.50	\$430.00	\$215.00
07/08/2014	<u>00063-McQueen, Coral</u>	Review and Draft : Review Client employment files for evidence of wage/hour violations; draft spreadsheet re: same; telephone call to David Harris re: same.	<u>James Rush</u> 2.00	\$430.00	\$860.00
07/08/2014	<u>00063-McQueen, Coral</u>	Correspondence : Emails with David Harris Re: LWDA response.	<u>James Rush</u> 0.20	\$430.00	\$86.00
07/02/2014	<u>00063-McQueen, Coral</u>	Review and Draft : Receipt and review of document production from Defendant for violations.	<u>James Rush</u> 2.10	\$430.00	\$903.00
07/01/2014	<u>00063-McQueen, Coral</u>	Correspondence : Emails with Mark Posard re: transmittal of Felicia Trevino employee file.	<u>James Rush</u> 0.20	\$430.00	\$86.00
06/30/2014	<u>00063-McQueen, Coral</u>	Correspondence : Emails with Mark Posard re: transmittal of Felicia Trevino employee file.	<u>James Rush</u> 0.20	\$430.00	\$86.00
06/26/2014	<u>00063-McQueen, Coral</u>	Correspondence : Email to David Harris re: outcome of telephone conference with opposing counsel.	<u>James Rush</u> 0.20	\$430.00	\$86.00
06/26/2014	<u>00063-McQueen, Coral</u>	Telephone Call: Receipt and review of voice mail from Mark Posard; further telephone call to Mark Posard re: case status.	<u>James Rush</u> 0.30	\$430.00	\$129.00
06/26/2014	<u>00063-McQueen, Coral</u>	Telephone Call: Telephone call to Mark Posard re: case status.	<u>James Rush</u> 0.10	\$430.00	\$43.00
06/23/2014	<u>00063-McQueen, Coral</u>	Correspondence : Email to Mark Posard re: case status.	<u>James Rush</u> 0.10	\$430.00	\$43.00

Date	Matter	Description	User	Rate	Total
06/19/2014	<u>00063-McQueen, Coral</u>	Correspondence : Telephone calls with Mark Posard re: case status.	<u>James Rush</u> 0.20	\$430.00	\$86.00
06/18/2014	<u>00063-McQueen, Coral</u>	Telephone Call: Telephone call to Mark Posard re: case status and First Amended Complaint.	<u>James Rush</u> 0.10	\$430.00	\$43.00
06/18/2014	<u>00063-McQueen, Coral</u>	Correspondence : Emails with David Harris re: contact by opposing counsel; review letter from Mark Posard.	<u>James Rush</u> 0.30	\$430.00	\$129.00
06/13/2014	<u>00063-McQueen, Coral</u>	Research: Research issue of amendment as a matter of right to include new plaintiff.	<u>James Rush</u> 0.30	\$430.00	\$129.00
06/13/2014	<u>00063-McQueen, Coral</u>	Correspondence : Emails with David Harris re: amendment to include new plaintiff.	<u>James Rush</u> 0.20	\$430.00	\$86.00
06/12/2014	<u>00063-McQueen, Coral</u>	Telephone Call: Telephone call to David Harris re: case status.	<u>James Rush</u> 0.20	\$430.00	\$86.00
06/04/2014	<u>00063-McQueen, Coral</u>	Correspondence : Call with class member re: meeting; email to David Harris re: same.	<u>James Rush</u> 0.30	\$430.00	\$129.00
05/29/2014	<u>00063-McQueen, Coral</u>	Telephone Call: Telephone call with class member re: pay and break issues.	<u>James Rush</u> 0.40	\$430.00	\$172.00
05/27/2014	<u>00063-McQueen, Coral</u>	Correspondence : Email from potential class member; telephone call to same.	<u>James Rush</u> 0.60	\$430.00	\$258.00
05/27/2014	<u>00063-McQueen, Coral</u>	Correspondence : Emails with David Harris and Client re: filing of Complaint.	<u>James Rush</u> 0.20	\$430.00	\$86.00
05/19/2014	<u>00063-McQueen, Coral</u>	Review and Draft : Review employee file and documents for attachments to Complaint; email same to David Harris; email to Client re: reimbursement of business expenses; telephone call to David Harris re: same.	<u>James Rush</u> 2.40	\$430.00	\$1,032.00
05/19/2014	<u>00063-McQueen, Coral</u>	Telephone Call: Telephone call with David Harris re: Complaint and revision of same.	<u>James Rush</u> 0.40	\$430.00	\$172.00
05/19/2014	<u>00063-McQueen, Coral</u>	Correspondence : Emails with David Harris re: Complaint and filing of same.	<u>James Rush</u> 0.10	\$430.00	\$43.00
04/29/2014	<u>00063-McQueen, Coral</u>	Review and Draft : Draft and revise Complaint; email draft of same to David Harris.	<u>James Rush</u> 2.80	\$430.00	\$1,204.00
04/25/2014	<u>00063-McQueen, Coral</u>	Review and Draft : Draft Complaint.	<u>James Rush</u>	\$430.00	\$903.00

Date	Matter	Description	User	Rate	Total
				2.10	
04/24/2014	<u>00063-McQueen, Coral</u>	Review and Draft : Draft Complaint; telephone call with David Harris re: same.	<u>James Rush</u>	\$430.00	\$1,032.00
				2.40	
04/21/2014	<u>00063-McQueen, Coral</u>	Review and Draft : Review emails and attachments from Mike Solano re: missed punch reports and payroll.	<u>James Rush</u>	\$430.00	\$473.00
				1.10	
04/15/2014	<u>00063-McQueen, Coral</u>	Telephone Call: Telephone calls with Mike Solano re: records review; review time records and payroll records for Client.	<u>James Rush</u>	\$430.00	\$344.00
				0.80	
04/03/2014	<u>00063-McQueen, Coral</u>	Review and Draft : Review file and draft Complaint.	<u>James Rush</u>	\$430.00	\$1,892.00
				4.40	
03/28/2014	<u>00063-McQueen, Coral</u>	Correspondence : 2 emails with Coral McQueen re: filing of case, case status, and what to expect as far as class representative involvement.	<u>James Rush</u>	\$430.00	\$129.00
				0.30	
03/27/2014	<u>00063-McQueen, Coral</u>	Correspondence : Email from Client; email to Client.	<u>James Rush</u>	\$430.00	\$86.00
				0.20	
03/20/2014	<u>00063-McQueen, Coral</u>	Meeting : Meeting with David Harris and Coral McQueen re: case status.	<u>James Rush</u>	\$430.00	\$860.00
				2.00	
				216.60	\$93,138.00

Date	Description	User	Amount	Invoice
05/29/2015	Travel to San Francisco for mediation - 58 miles @ \$0.58 per mile.	<u>James Rush</u> <u>00063-McQueen, Coral</u>	\$33.64	Pending Billing
05/29/2015	Parking in San Francisco for mediation.	<u>James Rush</u> <u>00063-McQueen, Coral</u>	\$32.00	Pending Billing
05/19/2015	Postage	<u>Anita Chiesa</u> <u>00063-McQueen, Coral</u>	\$0.49	Pending Billing
05/19/2015	Document Production Printing Costs	<u>Anita Chiesa</u> <u>00063-McQueen, Coral</u>	\$531.40	Pending Billing
04/30/2015	First Mediation Corporation	<u>Anita Chiesa</u> <u>00063-McQueen, Coral</u>	\$2,425.00	Pending Billing
03/17/2015	Bridget Mattos & Associates - Deposition Felicia Trevino	<u>Anita Chiesa</u> <u>00063-McQueen, Coral</u>	\$531.25	Pending Billing
03/13/2015	Travel from Novato to Mill Valley and back for meeting with David Harris. (36 miles @ \$0.58 per mile	<u>James Rush</u> <u>00063-McQueen, Coral</u>	\$20.88	Pending Billing
02/17/2015	Postage	<u>Anita Chiesa</u> <u>00063-McQueen, Coral</u>	\$0.49	Pending Billing
02/17/2015	Photocopies	<u>Anita Chiesa</u> <u>00063-McQueen, Coral</u>	\$1.00	Pending Billing
02/11/2015	Photocopies and printing costs re: Defendant's document production.	<u>James Rush</u> <u>00063-McQueen, Coral</u>	\$86.12	Pending Billing
12/16/2014	Travel to Napa for Felicia Trevino deposition - 54 miles @ \$0.58 per mile.	<u>James Rush</u> <u>00063-McQueen, Coral</u>	\$31.32	Pending Billing
12/02/2014	Photocopies	<u>Anita Chiesa</u> <u>00063-McQueen, Coral</u>	\$19.40	Pending Billing
12/02/2014	Postage	<u>Anita Chiesa</u> <u>00063-McQueen, Coral</u>	\$11.30	Pending Billing
12/02/2014	Photocopies	<u>Anita Chiesa</u> <u>00063-McQueen, Coral</u>	\$226.40	Pending Billing
11/21/2014	Travel for meeting in Napa with Client - 54 miles @ \$0.58 per mile.	<u>James Rush</u> <u>00063-McQueen, Coral</u>	\$31.32	Pending Billing
11/07/2014	Copies	<u>Anita Chiesa</u> <u>00063-McQueen, Coral</u>	\$85.40	Pending Billing

Date	Description	User	Amount	Invoice
10/28/2014	Copies	<u>Anita Chiesa</u> <u>00063-McQueen, Coral</u>	\$16.40	Pending Billing
10/28/2014	Postage	<u>Anita Chiesa</u> <u>00063-McQueen, Coral</u>	\$4.86	Pending Billing
07/22/2014	Postage	<u>Anita Chiesa</u> <u>00063-McQueen, Coral</u>	\$6.49	Pending Billing
07/22/2014	Photocopies	<u>Anita Chiesa</u> <u>00063-McQueen, Coral</u>	\$2.80	Pending Billing
04/02/2014	Postage	<u>Anita Chiesa</u> <u>00063-McQueen, Coral</u>	\$6.49	Pending Billing
			\$4,104.45	

EXHIBIT 3

LAFFEY MATRIX

History

Case Law

Expert Opinion

Settlements

Expertise

Witness

Value

In general, American courts operate under what is known as the "American Rule" which requires each party to bear the burden for its own legal fees. The Supreme Court has upheld this principle on many occasions for a number of reasons. For example, the knowledge that a loss means paying the other side's legal fees might prohibit plaintiffs from bringing suit or defendants from defending themselves. Nor should a party be penalized for bringing suit or defending itself. Determining proper fees would become an administrative nightmare. Fee awards might also drive attorneys fees up, by removing the pressure of the market and replacing it with the force of the bench.

In certain circumstances, however, both the courts and Congress have found it appropriate to authorize fee-shifting. Especially in the area of Civil Rights and Environmental Law, fee-shifting provisions have been built into statutes. The expense of quality legal counsel should not prohibit private citizens from bringing suit to uphold these laws which are for the common good. There are more than 150 statutes that allow for fee-shifting, among them the Clean Air Act, the Americans with Disabilities Act, the Individuals with Disabilities Education Act, the Rehabilitation Act, the Civil Rights Act, and the Back Pay act.

After years of wrangling over the matter of attorney fee hourly rates, the Court in **Laffey v. Northwest Airlines, Inc.**, 572 F.Supp. 354, 371 (D.D.C. 1983) ruled that hourly rates for attorneys practicing civil law in the Washington, DC metropolitan area could be categorized by years in practice and adjusted yearly for inflation.

The Department of Justice (DOJ) crafted its own rules for, and maintains, its version of the Laffey Matrix (see [http://www.usdoj.gov/usao/dc/Divisions/Civil Division/Laffey Matrix 7.html](http://www.usdoj.gov/usao/dc/Divisions/Civil%20Division/Laffey%20Matrix.7.html))

After scrutinizing the DOJ's methodology of setting and adjusting hourly rates for the Matrix, reviewing recent court decisions and contacting an expert economist, many firms in the Baltimore-Washington area (and due to FLRA/MSPB rulings, around the country) now utilize the Adjusted Laffey Matrix.

LAFFEY MATRIX

Summary

Case/Letter

Expert Opinion

See the Matrix

Guidelines

History

Notes

Years Out of Law School *

Year	Adjustmt Factor**	Paralegal/ Law Clerk	1-3	4-7	8-10	11-19	20 +
6/01/13- 5/31/14	1.0244	\$175	\$320	\$393	\$567	\$640	\$771
6/01/12- 5/31/13	1.0258	\$170	\$312	\$383	\$554	\$625	\$753
6/01/11- 5/31/12	1.0352	\$166	\$305	\$374	\$540	\$609	\$734
6/01/10- 5/31/11	1.0337	\$161	\$294	\$361	\$522	\$589	\$709
6/01/09- 5/31/10	1.0220	\$155	\$285	\$349	\$505	\$569	\$686
6/01/08- 5/31/09	1.0399	\$152	\$279	\$342	\$494	\$557	\$671
6/01/07-5/31/08	1.0516	\$146	\$268	\$329	\$475	\$536	\$645
6/01/06-5/31/07	1.0256	\$139	\$255	\$313	\$452	\$509	\$614
6/1/05-5/31/06	1.0427	\$136	\$249	\$305	\$441	\$497	\$598
6/1/04-5/31/05	1.0455	\$130	\$239	\$293	\$423	\$476	\$574
6/1/03-6/1/04	1.0507	\$124	\$228	\$280	\$405	\$456	\$549
6/1/02-5/31/03	1.0727	\$118	\$217	\$267	\$385	\$434	\$522
6/1/01-5/31/02	1.0407	\$110	\$203	\$249	\$359	\$404	\$487
6/1/00-5/31/01	1.0529	\$106	\$195	\$239	\$345	\$388	\$468
6/1/99-5/31/00	1.0491	\$101	\$185	\$227	\$328	\$369	\$444
6/1/98-5/31/99	1.0439	\$96	\$176	\$216	\$312	\$352	\$424
6/1/97-5/31/98	1.0419	\$92	\$169	\$207	\$299	\$337	\$406
6/1/96-5/31/97	1.0396	\$88	\$162	\$198	\$287	\$323	\$389
6/1/95-5/31/96	1.032	\$85	\$155	\$191	\$276	\$311	\$375
6/1/94-5/31/95	1.0237	\$82	\$151	\$185	\$267	\$301	\$363

The methodology of calculation and benchmarking for this Updated Laffey Matrix has been approved in a number of cases. See, e.g., *McDowell v. District of Columbia, Civ. A. No. 00-594 (RCL)*, LEXSEE 2001 U.S. Dist. LEXIS 8114 (D.D.C. June 4, 2001); *Salazar v. Dist. of Col.*, 123 F.Supp.2d 8 (D.D.C. 2000).

* "Years Out of Law School" is calculated from June 1 of each year, when most law students graduate. "1-3" includes an attorney in his 1st, 2nd and 3rd years of practice,

measured from date of graduation (June 1). "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 "1-3" from June 1, 1996 until May 31, 1999, would move into tier "4-7" on June 1, 1999, and tier "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

SALARY TABLE 2013-DCB
INCORPORATING A LOCALITY PAYMENT OF 24.22%
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA-WV-PA
RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2013

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,115	\$ 22,854	\$ 23,589	\$ 24,321	\$ 25,056	\$ 25,489	\$ 26,215	\$ 26,948	\$ 26,977	\$ 27,663
2	24,865	25,456	26,279	26,977	27,280	28,082	28,885	29,687	30,490	31,292
3	27,130	28,034	28,938	29,843	30,747	31,651	32,556	33,460	34,364	35,269
4	30,456	31,471	32,486	33,501	34,516	35,531	36,546	37,560	38,575	39,590
5	34,075	35,210	36,346	37,481	38,616	39,752	40,887	42,022	43,158	44,293
6	37,983	39,249	40,514	41,780	43,046	44,312	45,578	46,843	48,109	49,375
7	42,209	43,616	45,024	46,431	47,838	49,246	50,653	52,061	53,468	54,875
8	46,745	48,303	49,861	51,418	52,976	54,534	56,092	57,649	59,207	60,765
9	51,630	53,350	55,070	56,791	58,511	60,232	61,952	63,673	65,393	67,114
10	56,857	58,752	60,648	62,544	64,439	66,335	68,230	70,126	72,022	73,917
11	62,467	64,548	66,630	68,712	70,794	72,876	74,958	77,040	79,122	81,204
12	74,872	77,368	79,864	82,359	84,855	87,350	89,846	92,341	94,837	97,333
13	89,033	92,001	94,969	97,936	100,904	103,872	106,839	109,807	112,774	115,742
14	105,211	108,717	112,224	115,731	119,238	122,744	126,251	129,758	133,264	136,771
15	123,758	127,883	132,009	136,134	140,259	144,385	148,510	152,635	155,500 *	155,500 *

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

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

SALARY TABLE 2013-SF
INCORPORATING A LOCALITY PAYMENT OF 35.15%
FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA
RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2013

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,061	\$ 24,865	\$ 25,665	\$ 26,461	\$ 27,261	\$ 27,731	\$ 28,522	\$ 29,319	\$ 29,351	\$ 30,097
2	27,053	27,696	28,591	29,351	29,680	30,553	31,426	32,299	33,173	34,046
3	29,517	30,501	31,485	32,468	33,452	34,436	35,420	36,404	37,388	38,372
4	33,136	34,240	35,344	36,449	37,553	38,657	39,761	40,865	41,969	43,074
5	37,073	38,308	39,544	40,779	42,014	43,249	44,485	45,720	46,955	48,190
6	41,325	42,702	44,079	45,456	46,834	48,211	49,588	50,965	52,342	53,719
7	45,923	47,454	48,985	50,516	52,048	53,579	55,110	56,641	58,173	59,704
8	50,858	52,553	54,248	55,943	57,637	59,332	61,027	62,722	64,417	66,111
9	56,172	58,044	59,916	61,788	63,660	65,532	67,403	69,275	71,147	73,019
10	61,860	63,922	65,984	68,047	70,109	72,171	74,234	76,296	78,359	80,421
11	67,963	70,228	72,493	74,758	77,023	79,288	81,554	83,819	86,084	88,349
12	81,460	84,175	86,891	89,606	92,321	95,036	97,751	100,466	103,182	105,897
13	96,867	100,096	103,325	106,554	109,782	113,011	116,240	119,469	122,697	125,926
14	114,468	118,283	122,099	125,914	129,729	133,544	137,360	141,175	144,990	148,806
15	134,647	139,136	143,624	148,112	152,601	155,500 *	155,500 *	155,500 *	155,500 *	155,500 *

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

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

SALARY TABLE 2013-LA
INCORPORATING A LOCALITY PAYMENT OF 27.16%
FOR THE LOCALITY PAY AREA OF LOS ANGELES-LONG BEACH-RIVERSIDE, CA
RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2013

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,638	\$ 23,395	\$ 24,148	\$ 24,897	\$ 25,649	\$ 26,092	\$ 26,836	\$ 27,586	\$ 27,615	\$ 28,317
2	25,454	26,059	26,901	27,615	27,926	28,747	29,569	30,390	31,211	32,033
3	27,772	28,697	29,623	30,549	31,475	32,400	33,326	34,252	35,178	36,103
4	31,177	32,216	33,255	34,294	35,333	36,372	37,410	38,449	39,488	40,527
5	34,881	36,044	37,206	38,368	39,530	40,692	41,855	43,017	44,179	45,341
6	38,882	40,177	41,473	42,769	44,065	45,361	46,656	47,952	49,248	50,544
7	43,208	44,648	46,089	47,530	48,971	50,411	51,852	53,293	54,733	56,174
8	47,852	49,446	51,041	52,635	54,230	55,825	57,419	59,014	60,608	62,203
9	52,852	54,613	56,374	58,135	59,896	61,657	63,419	65,180	66,941	68,702
10	58,202	60,143	62,083	64,024	65,964	67,905	69,845	71,786	73,726	75,667
11	63,945	66,076	68,207	70,339	72,470	74,601	76,732	78,863	80,995	83,126
12	76,644	79,199	81,754	84,308	86,863	89,418	91,972	94,527	97,082	99,636
13	91,141	94,179	97,216	100,254	103,292	106,330	109,368	112,406	115,443	118,481
14	107,701	111,290	114,880	118,470	122,060	125,649	129,239	132,829	136,419	140,008
15	126,687	130,910	135,133	139,356	143,579	147,802	152,025	155,500 *	155,500 *	155,500 *

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

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

SALARY TABLE 2007-DCB
INCORPORATING THE 1.70% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.59%
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-PA-VA-WV
 (See <http://www.opm.gov/oca/07tables/tocdef.asp> for definitions of locality pay areas.)
 (TOTAL INCREASE: 2.64%)

EFFECTIVE JANUARY 2007

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 19,722	\$ 20,380	\$ 21,037	\$ 21,689	\$ 22,345	\$ 22,730	\$ 23,378	\$ 24,031	\$ 24,057	\$ 24,664
2	22,174	22,700	23,435	24,057	24,325	25,040	25,755	26,470	27,186	27,901
3	24,194	25,000	25,806	26,613	27,419	28,226	29,032	29,838	30,645	31,451
4	27,159	28,064	28,969	29,874	30,779	31,684	32,589	33,493	34,398	35,303
5	30,386	31,399	32,412	33,425	34,437	35,450	36,463	37,476	38,488	39,501
6	33,872	35,001	36,130	37,259	38,388	39,517	40,646	41,775	42,903	44,032
7	37,640	38,895	40,150	41,405	42,659	43,914	45,169	46,423	47,678	48,933
8	41,686	43,075	44,465	45,855	47,245	48,635	50,025	51,415	52,805	54,194
9	46,041	47,576	49,110	50,645	52,180	53,714	55,249	56,783	58,318	59,852
10	50,703	52,393	54,083	55,773	57,463	59,153	60,843	62,533	64,222	65,912
11	55,706	57,564	59,421	61,278	63,135	64,992	66,849	68,706	70,563	72,421
12	66,767	68,993	71,219	73,445	75,671	77,897	80,123	82,349	84,575	86,801
13	79,397	82,044	84,691	87,338	89,985	92,632	95,279	97,926	100,573	103,220
14	93,822	96,950	100,077	103,204	106,331	109,459	112,586	115,713	118,840	121,967
15	110,363	114,042	117,721	121,399	125,078	128,757	132,435	136,114	139,793	143,471

SALARY TABLE 2007-LA
INCORPORATING THE 1.70% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.03%
FOR THE LOCALITY PAY AREA OF LOS ANGELES-LONG BEACH-RIVERSIDE, CA
 (See <http://www.opm.gov/oca/07tables/locdef.asp> for definitions of locality pay areas.)
(TOTAL INCREASE: 2.40%)

EFFECTIVE JANUARY 2007

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 20,626	\$ 21,315	\$ 22,002	\$ 22,684	\$ 23,370	\$ 23,773	\$ 24,450	\$ 25,133	\$ 25,161	\$ 25,796
2	23,191	23,742	24,510	25,161	25,441	26,189	26,937	27,685	28,433	29,181
3	25,303	26,147	26,990	27,834	28,677	29,520	30,364	31,207	32,051	32,894
4	28,405	29,352	30,298	31,244	32,191	33,137	34,083	35,030	35,976	36,922
5	31,780	32,839	33,899	34,958	36,017	37,076	38,136	39,195	40,254	41,313
6	35,425	36,606	37,787	38,968	40,149	41,329	42,510	43,691	44,872	46,052
7	39,367	40,679	41,992	43,304	44,616	45,928	47,241	48,553	49,865	51,177
8	43,598	45,051	46,505	47,959	49,412	50,866	52,320	53,773	55,227	56,680
9	48,153	49,758	51,363	52,968	54,573	56,178	57,783	59,388	60,993	62,598
10	53,029	54,796	56,564	58,331	60,099	61,866	63,634	65,401	67,168	68,936
11	58,262	60,204	62,146	64,089	66,031	67,973	69,916	71,858	73,800	75,743
12	69,830	72,158	74,486	76,814	79,142	81,470	83,798	86,126	88,454	90,783
13	83,039	85,808	88,576	91,344	94,113	96,881	99,649	102,418	105,186	107,954
14	98,126	101,397	104,668	107,938	111,209	114,480	117,750	121,021	124,292	127,562
15	115,426	119,273	123,121	126,968	130,816	134,663	138,511	142,358	145,400 *	145,400 *

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

SALARY TABLE 2005-DCB
INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.98%
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-PA-VA-WV
 (See <http://www.opm.gov/oca/05tables/locdef.asp> for definitions of locality pay areas.)
(TOTAL INCREASE: 3.71%)

EFFECTIVE JANUARY 2005

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 18,575	\$ 19,195	\$ 19,813	\$ 20,428	\$ 21,046	\$ 21,409	\$ 22,018	\$ 22,633	\$ 22,659	\$ 23,238
2	20,885	21,381	22,072	22,659	22,912	23,586	24,260	24,933	25,607	26,281
3	22,787	23,546	24,306	25,066	25,825	26,585	27,345	28,104	28,864	29,624
4	25,581	26,433	27,285	28,138	28,990	29,843	30,695	31,548	32,400	33,253
5	28,620	29,575	30,529	31,484	32,438	33,393	34,347	35,302	36,257	37,211
6	31,903	32,966	34,030	35,093	36,157	37,220	38,284	39,347	40,411	41,474
7	35,452	36,633	37,815	38,997	40,179	41,361	42,543	43,724	44,906	46,088
8	39,262	40,570	41,878	43,186	44,495	45,803	47,111	48,419	49,728	51,036
9	43,365	44,810	46,255	47,700	49,145	50,590	52,036	53,481	54,926	56,371
10	47,755	49,347	50,940	52,532	54,124	55,717	57,309	58,902	60,494	62,086
11	52,468	54,217	55,966	57,715	59,464	61,213	62,962	64,711	66,460	68,209
12	62,886	64,981	67,077	69,173	71,269	73,364	75,460	77,556	79,652	81,747
13	74,782	77,274	79,766	82,259	84,751	87,244	89,736	92,228	94,721	97,213
14	88,369	91,315	94,260	97,206	100,152	103,098	106,044	108,990	111,936	114,882
15	103,947	107,413	110,878	114,344	117,809	121,274	124,740	128,205	131,671	135,136

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2005" cover sheet.

SALARY TABLE 2005-SF
INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.39%
FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA
 (See <http://www.opm.gov/oca/05tables/locdef.asp> for definitions of locality pay areas.)
 (TOTAL INCREASE: 4.30%)

EFFECTIVE JANUARY 2005

Annual Rates by Grade and Step

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 20,243	\$ 20,918	\$ 21,591	\$ 22,261	\$ 22,935	\$ 23,330	\$ 23,994	\$ 24,665	\$24,693	\$ 25,324
2	22,759	23,300	24,053	24,693	24,968	25,703	26,437	27,171	27,906	28,640
3	24,832	25,660	26,488	27,315	28,143	28,971	29,799	30,627	31,455	32,283
4	27,877	28,806	29,735	30,663	31,592	32,521	33,450	34,379	35,308	36,237
5	31,189	32,229	33,270	34,310	35,350	36,390	37,430	38,471	39,511	40,551
6	34,766	35,925	37,084	38,243	39,402	40,561	41,720	42,879	44,038	45,197
7	38,634	39,922	41,209	42,497	43,785	45,073	46,361	47,649	48,937	50,225
8	42,786	44,211	45,637	47,063	48,488	49,914	51,340	52,765	54,191	55,617
9	47,257	48,832	50,407	51,982	53,556	55,131	56,706	58,281	59,856	61,431
10	52,041	53,776	55,512	57,247	58,982	60,718	62,453	64,188	65,924	67,659
11	57,178	59,084	60,989	62,895	64,801	66,707	68,613	70,519	72,425	74,331
12	68,530	70,814	73,098	75,382	77,665	79,949	82,233	84,517	86,801	89,085
13	81,494	84,210	86,926	89,642	92,358	95,074	97,790	100,507	103,223	105,939
14	96,300	99,511	102,721	105,931	109,142	112,352	115,562	118,772	121,983	125,193
15	113,277	117,054	120,830	124,607	128,383	132,160	135,936	139,713	140,300 *	140,300 *

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2005" cover sheet.

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

EXHIBIT 5

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Attorneys for Plaintiffs

SUPERIOR COURT OF CALIFORNIA

COUNTY OF NAPA

CORAL MCQUEEN and FELICIA
TREVINO , individually and on behalf
of all others similarly situated,

Plaintiffs,

v.

ODD FELLOWS HOME OF
CALIFORNIA, a California corporation,
and DOE 1 through and including DOE
100,

Defendants.

Case No. 26-64176

**DECLARATION OF CORAL MCQUEEN IN
SUPPORT OF PLAINTIFFS' MOTION FOR
ATTORNEYS' FEES, COSTS AND
ENHANCEMENT AWARD**

1
2 Coral McQueen declares under penalty of perjury as follows:

3 1. I make this Declaration in Support of Plaintiffs' Motion for Attorneys' Fees, Costs and
4 Enhancement Award. If sworn as a witness, I could competently testify to each and every fact set forth
5 herein from my own personal knowledge.

6 2. Defendant Odd Fellows Home of California, a California corporation ("Odd Fellows") employed
7 me from 2004 to 2006 and from March 2007 to January 28, 2014, as a hourly Certified Nursing
8 Assistant in the Assisted Living department in Defendant's Meadows facility, which is located in Napa,
9 California.
10

11 3. In connection with this lawsuit, I feel as though I am a good representative of others who have
12 worked for Odd Fellows. I have spent a lot of time working with my attorneys on our case over the past
13 20 months. My main concern is that all employees be treated fairly. As a class representative, I
14 understand that I will continue to act as a representative of other, unnamed class members and that, as
15 such a representative, I owe a duty of good faith to the unnamed class members and I will not act just in
16 my own self-interest.
17

18 4. I believe I am similarly situated with the potential members of the class in that, like me: (a) the
19 potential members of the class were employed by Odd Fellows as hourly employees at the Napa,
20 California and Saratoga, California facilities; (b) the potential members of the class were not all
21 routinely provided with timely meal and rest breaks; (c) some of the potential members of the class were
22 not provided with correctly calculated overtime payments; and (d) as a result of Odd Fellow's
23 employment practices, some of the potential class members have been damaged in that they have not
24 received timely payment in full of earned wages.
25

26 5. My interest in prosecuting the lawsuit is to secure compensation for all of the members of the
27 class on account of Odd Fellow's failure to comply with California labor laws. By way of this motion
28 we are requesting enhancement awards for the named Plaintiffs in the amount of \$5,000. As I have

1 declared previously, I have not been promised any special monetary reward or treatment for acting as a
2 class representative, although I do believe an enhancement amount is warranted under these
3 circumstances as I have spent a lot of time and energy working on this case and assisting in obtaining a
4 very favorable settlement for all of the class members. Additionally, I feel that the requested
5 enhancement award is also warranted in light of the backlash I may experience in the future from
6 potential employers on account of the very public stance I took against Odd Fellows in this case.
7

8 6. I first met with my attorneys on January 2014 to discuss my claims and the potential class action
9 lawsuit against Odd Fellows. During those meetings my attorney advised me regarding class action
10 lawsuits and explained my responsibilities as a class representative. At the request of counsel, I searched
11 my files and provided my attorneys with all of the documentation and information that I had in my
12 possession that was potentially relevant to the case and my claims. Thereafter, I met with my attorneys
13 on numerous occasions and explained the documentation and relevant information. During this time I
14 also spoke with the other co-workers at Odd Fellows regarding their work experiences. Whenever my
15 attorneys needed any information, I always made myself available and travelled to their offices to meet
16 them and provide any requested documentation or information.
17

18 7. I have taken an active role in this litigation by conferring with counsel and assisting in gathering
19 information for the prosecution of the lawsuit. I have been actively involved in following what has
20 occurred in the case over the past 20 months and I have provided information and declarations in order
21 to assist in the lawsuit.
22

23 8. I also participated by submitting to an all day deposition in Napa, California on December 15,
24 2014 and giving testimony under oath. I also actively participated in a full day mediation session in
25 offices in San Francisco on May 29, 2015 with mediator Jeffrey Krivis. I have reviewed the settlement
26 agreement and believe that the terms are fair, adequate, and reasonable to the class.
27
28

1 9. I understand that my fiduciary obligations to the class will continue until all settlement
2 procedures are concluded and the settlement funds are distributed to the class members. I intend to
3 continue to take an active part in the litigation and to continue to participate in all settlement procedures.

4 10. I have read the foregoing and the facts set forth herein are true and correct of my own personal
5 knowledge.
6

7
8 Executed on September 9, 2015, in Napa, California.
9

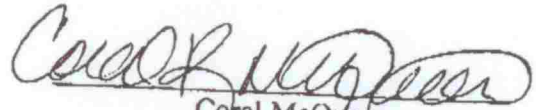
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12 Coral McQueen
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EXHIBIT 6

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Attorneys for Plaintiffs

SUPERIOR COURT OF CALIFORNIA

COUNTY OF NAPA

CORAL MCQUEEN and FELICIA
TREVINO , individually and on behalf
of all others similarly situated,

Plaintiffs,

v.

ODD FELLOWS HOME OF
CALIFORNIA, a California corporation,
and DOE 1 through and including DOE
100,

Defendants.

Case No. 26-64176

**DECLARATION OF FELICIA TREVINO IN
SUPPORT OF PLAINTIFFS' MOTION FOR
ATTORNEYS' FEES, COSTS AND
ENHANCEMENT AWARD**

1 Felicia Trevino declares under penalty of perjury as follows:

2 1. I make this Declaration in Support of Plaintiffs' Motion for Attorneys' Fees, Costs and
3 Enhancement Award. If sworn as a witness, I could competently testify to each and every fact set forth
4 herein from my own personal knowledge.

5 2. Defendant Odd Fellows Home of California, a California corporation ("Odd Fellows") has
6 employed me from December 2012 to the present, as an hourly Certified Nursing Assistant in the
7 Assisted Living and Memory Care departments in Defendant's Meadows facility, which is located in
8 Napa, California.
9

10 3. In connection with this lawsuit, I feel as though I am a good representative of others who have
11 worked for Odd Fellows. I have spent a lot of time working with my attorneys on our case over the past
12 14 months. My main concern is that all employees be treated fairly. As a class representative, I
13 understand that I will continue to act as a representative of other, unnamed class members and that, as
14 such a representative, I owe a duty of good faith to the unnamed class members and I will not act just in
15 my own self-interest.
16

17 4. I believe I am similarly situated with the potential members of the class in that, like me: (a) the
18 potential members of the class were employed by Odd Fellows as hourly employees at the Napa,
19 California and Saratoga, California facilities; (b) the potential members of the class were not all
20 routinely provided with timely meal and rest breaks; (c) some of the potential members of the class were
21 not provided with correctly calculated overtime payments; and (d) as a result of Odd Fellow's
22 employment practices, some of the potential class members have been damaged in that they have not
23 received timely payment in full of earned wages.
24

25 5. I understand that by way of this motion, I am requesting an enhancement award in the amount of
26 \$5,000. I also realize, however, that I am not guaranteed to be awarded this amount by the Court.
27 Indeed, as I have stated previously, I have not been promised any special monetary reward or treatment
28 for acting as a class representative. In this case, however, I have spent a tremendous amount of time,

1 both meeting with my attorneys in person, as well as talking with them on the phone. I first began
2 meeting with my attorneys in June 2014 in order to discuss my claims and the case. At the request of my
3 attorneys, I searched my personal files and provided my attorneys with information that I had in my
4 possession that was potentially relevant to the case and my claims. During this time I also spoke with
5 others regarding their experiences and the company's employment policies and procedures. Whenever
6 my attorneys needed any information or questions answered, I always made myself available. In
7 December 2014, Odd Fellow's attorney took my full-day deposition. I also actively participated in the
8 full-day mediation session in downtown San Francisco, which took place in May 2015. During that
9 mediation, I was involved in and witnessed extensive negotiations over the terms of this settlement. I
10 have spent a lot of time working on this case and feel that the requested \$5,000 enhancement award is
11 warranted. Additionally, I also think this enhancement award is justified in light of the backlash I may
12 experience in the future from potential employers on account of the very public stance I took against
13 Odd Fellows in this case.
14

15
16 6. I have reviewed the settlement agreement and believe that the terms are fair, adequate, and
17 reasonable to the class. I understand that my fiduciary obligations to the class will continue until all
18 settlement procedures are concluded and the settlement funds are distributed to the class members. I
19 intend to continue to take an active part in the litigation and to continue to participate in all settlement
20 procedures.

21 7. I have read the foregoing and the facts set forth herein are true and correct of my own personal
22 knowledge.
23

24
25 Executed on September 9, 2015, in Napa, California.
26

27
28 
Felicia Trevino

DECL. OF FELICIA TREVINO