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**UNITED STATES DISTRICT COURT
CENTRAL DISTRICT OF CALIFORNIA
WESTERN DIVISION**

EDWARD ASNER, et al.,

Plaintiffs,

vs.

**THE SAG-AFTRA HEALTH
FUND, et al.,**

Defendants.

Case No. 2:20-cv-10914-CAS (JEM)

**PLAINTIFFS' REPLY IN SUPPORT
OF MOTIONS FOR FINAL
APPROVAL OF CLASS ACTION
SETTLEMENT; AND FOR
ATTORNEYS' FEES,
REIMBURSEMENT OF LITIGATION
EXPENSES; AND SERVICE AWARDS**

Date: September 11, 2023

Time: 10:00 a.m.

Courtroom: 8D

Judge: Christina A. Snyder

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1 **I. INTRODUCTION**

2 The Court should approve Plaintiffs’ motion for final approval of the Settlement,
3 Service Awards, and fee request.

4 No Class Member filed an objection.

5 Moreover, as required by DOL regulations and the Settlement Agreement,
6 Fiduciary Counselors, the Independent Settlement Fiduciary, conducted an extensive
7 evaluation of the Settlement and concluded:

8 ...the monetary component in the Settlement provides significant benefits for
9 Class members...and Class Counsel obtained a favorable agreement from
10 Defendants...

11 The \$7.5 million payment from the insurers, \$7.5 million from the Plan and
12 up to an additional \$700,000 for each of the eight years from 2023 through
13 2030 (for a potential maximum of \$5.6 million), along with the non-cash
14 consideration, represent a fair and reasonable settlement for all parties...

15 Fiduciary Counselors also finds the other terms of the Settlement to be
16 reasonable, including the scope of the release, attorneys’ fees, the requested
17 service awards to the Class Representatives and the Plan of Allocation.

18 Supplemental Schwartz Declaration (“Supp.Decl.”), Exhibit 1 (“FC Report”) at 10, 14.

19 These conclusions echo Mediator Robert Meyer’ Declaration (§12) calling the
20 Settlement “a highly successful result for all parties and the Class” that is “particularly
21 fair, adequate and reasonable...because it provides a material recovery for the Class (both
22 monetary and non-monetary...”

23 Defendants’ litigation Counsel are able and esteemed lawyers. They professionally
24 and zealously represented the Individual Defendants in this litigation and the Settlement
25 negotiations. But they also have been Plan Counsel employed by the Individual
26 Defendants to advise the Plan Trustees, including with respect to matters at issue in the
27 litigation. Perhaps this explains why, after no Class Member filed an objection and
28 Fiduciary Counselors opined favorably on the Settlement and Class Counsel’s fee request,

1 they filed an intemperate, self-serving denunciation of the merits of the claims, the
2 Settlement and Class Counsel, under the guise of an Objection to the fee request.

3 Not surprisingly, the self-serving Objection does not challenge the releases of the
4 Individual Defendants or the \$5 million in fees paid to their firms for two years of
5 litigation, some of which, *probably including the cost of drafting the Objection*, was paid
6 **by the Plan!** See Supp.Decl., ¶3.

7 Defendants and their Counsel use their Objection as a risk-free “after-the-whistle”
8 vehicle in a vain attempt to vindicate themselves at the expense of their litigation
9 adversaries who held them to account. The blustering Objection is not well-taken and
10 devoid of substance.

11 Defendants denigrate the lawsuit as “ill-fated” and “meritless” with “little chance
12 of success” that they mischaracterize as “a modest benefit” and “very modest result” that
13 “achieved little.” Objection at 7-8, 14, 17, 21. They pretend the \$20.6 million monetary
14 recovery is only \$7.5 million by arguing “payments *from* the Plan really do not constitute
15 relief at all.” *Id.* at 10. And they misdescribe the non-monetary relief as “unimpressive”
16 by pretending it represents “non-controversial tinkering” (*id.* at 8), despite resisting those
17 provisions in settlement negotiations. Those remedial provisions were necessary because
18 discovery confirmed that the defendant Trustees hid vital information from Plan
19 participants and non-SAHP trustee Union negotiators about the Plan’s funding crisis and
20 their secret plot to balance the books on the backs of senior participants thereby literally
21 tearing apart the SAG-AFTRA Union and costing the Health Plan millions of dollars of
22 funding in the 2019/2020 CBA negotiations. See Joliffe Decl., ¶¶5-6, 10-11; Supp.Decl.,
23 ¶¶4-5; SA §11.2.4;

24 In fact, Defendants *never* wanted to compensate Senior Performers who they
25 cruelly kicked off the Plan medical coverage without warning in the middle of the
26 pandemic; *never* wanted to reveal the funding and benefit structure crisis to participants
27 and non-trustee Union negotiators; and *never* wanted to concede anything meaningful to
28 settle this lawsuit.

1 The un rebutted *evidentiary* record reflects that despite the substantial litigation risks
2 and aggressive opposition by Defendants, Class Counsel secured an outstanding result and
3 recovery (likely better than the recovery that could have been actually *recovered* from a
4 *successful* trial), particularly given the limited insurance available, the insurers’ coverage
5 defenses, and the depleted funding status of the Plan due to Defendants’ breaches before
6 and after the Merger. *See* FC Report at 14.

7 The Objection ignores or distorts the un rebutted record facts, including the analysis
8 of Fiduciary Counselors and attestations of Mediator Meyer; contains arguments based on
9 deceptive mischaracterizations; reflects a lack of understanding of class action fee
10 jurisprudence, thereby in several instances inviting reversible error and citing inapposite
11 law in others; makes arguments unsupported by *any* case law; and reeks of “sore-loser
12 syndrome.” And since it appears that the Defendants spent up to a half-million dollars of
13 Plan assets to pay defense counsel to draft the Objection and do other unspecified work
14 not compensated by the Plan’s insurers – a fact defense Counsel took great pains to keep
15 secret – the Objection appears to represent a possible new fiduciary breach. Supp.Decl.,
16 ¶3.

17 The Settlement is excellent. The requested fee is well deserved and consistent with
18 virtually all recent ERISA fee decisions, most of which involved far less risk. All of the
19 *Vizcaino* factors support a one-third fee based on the true value of the recovery, which is
20 at least \$20.6 million, and the lodestar crosscheck confirms the reasonableness of the
21 requested percentage fee. Defendants’ arguments are debunked below.

22 **II. THE COURT SHOULD APPROVE THE SETTLEMENT**

23 **A. The Monetary Recovery is Outstanding**

24 Defendants triggered this case when, without warning and contrary to their prior
25 statements about the strength and ensured comprehensive benefits of the merged Health
26 Plan, they imprudently hid the Plan’s funding crisis from the Union’s bargainiers and
27 implemented the 2020 Amendments that eliminated coverage for about 12,000 seniors,
28

1 while misleadingly blaming the pandemic as the cause of the Plan’s funding shortfall and
2 the dramatic benefit cuts.

3 The measure of *recoverable money* damages for these Senior Performers was the
4 cost to acquire Medicare or Medigap coverage to, in conjunction with Medicare, most-
5 closely replicate the lost Plan coverage. Per the 2020 Amendments, Defendants provided
6 annual HRA allocations of \$1,140 for Senior Performers who lost their active (primary)
7 Plan coverage and \$240 for the Senior Performers who were already on Medicare but lost
8 their secondary coverage from the Plan. **Defendants vociferously argued that these**
9 **HRA allocations fully compensated these Senior Performers by providing them**
10 **apples-to-apples, if not better, coverage for the same cost than they had from the**
11 **Plan.** See ECF 88-1 at 25 (Defendants representing: “many participants came out ahead
12 financially as a result of the benefit changes because they now receive up to \$1,140 per
13 participant per year in their Health Reimbursement Account from the Plan to purchase
14 secondary coverage on the Via Benefits Private Medicare Exchange that is comparable or
15 better for them than the secondary coverage they previously had through the Plan”). Thus,
16 their denigration of the *net* minimum recovery of between \$400 for those who lost
17 secondary coverage to \$4,400 for those who lost primary Plan coverage, conflicts with
18 their own words. Without accounting for the fact that these payments for 2021-2022
19 damages are top-offs,¹ these amounts are between 1.67 and 3.86 times the amount
20 Defendants said was full compensation.

21 The Settlement also provides full compensation for Performers impacted by the
22 elimination of the Dollar Sessional Rule from 2023-2030, with *annual* payments from
23 \$438 to \$4,375, which, despite also being a top-off, are up to 3.8 times more than the
24 \$1,140 Defendants said was full compensation.

25 Thus, the notion that the *net* minimum monetary recovery is anything less than
26 outstanding and a flat-out victory is wrong. As Plaintiffs argued, and Defendant did not

27 _____
28 ¹ The Plan will continue to make the \$240/\$1,140 HRA allocations in addition to the Settlement payments.

1 dispute, and Fiduciary Counselors confirmed (FC Report at 5), fiduciary liability
2 insurance policies do not provide coverage for benefits denial or similar claims related to
3 how trustees allocate plan assets amongst plan participants. Thus, the only source of
4 funding to compensate the 12,000 Senior Performers was from the Plan, and Plaintiffs'
5 success forcing the Defendants to allocate that money from the Plan represents a
6 substantial victory in the face of stiff resistance by Defendants, who rejected calls to
7 rescind the 2020 Amendments and vilified participants and Class Counsel who challenged
8 those Amendments.

9 Defendants' argument that the maximum \$5.6 million required by the Settlement
10 for 2023-2030 damages should count as a zero recovery for fee-analysis purposes is
11 baseless. This is not an illusory, speculative potential payout that will never occur like the
12 claims-made settlements they cite that were infected by the specter of collusion between
13 defendants who buy a broad release on the cheap by paying class counsel excessive fees
14 at the expense of class members who receive little tangible benefit beyond a claims
15 process designed to minimize claims. The 2021-2022 damages will be paid automatically
16 via HRA allocations or checks. The only requirement for the 2023-2030 HRA allocations
17 is that the Senior Performer have an HRA account, which makes sense, since the payment
18 and damages are intrinsically linked to offset the cost of medical insurance to be sufficient,
19 in combination with Medicare, to approximate the primary coverage previously provided
20 by the Plan. Defendants concede that the minimum and maximum payouts for 2023 is
21 between \$450,000 (*i.e.*, for qualifying performers who already have an HRA) and
22 \$625,000. Objection at 10. What Defendants' curiously failed to disclose is that the
23 qualifying performers have *until May 2024* to sign up for an HRA to get the allocations.
24 SA ¶10.2.4. So, the \$450,000 minimum allocations for 2023 will materially trend upwards
25 toward \$625,000 after the enrollment reminders required by the Settlement Agreement
26 are sent. Supp.Decl., ¶6.

27 Defendants' unsupported argument that the Plan might tank into insolvency is rank
28 speculation. Objection at 9-10. If a meaningful probability of insolvency existed,

1 Defendants likely breached their fiduciary duty by not disclosing it to Plan participants
2 and Fiduciary Counselors *and using Plan assets to draft the Objection.*

3 **B. The Non-Monetary Terms Provide Substantial Value to the Plan and All**
4 **Participants**

5 Mediator Meyer described the non-monetary benefits as “material.” Fiduciary
6 Counselors described them “as more beneficial to participants and beneficiaries than an
7 all-cash settlement would have been” that “arguably favors an upward adjustment”. FC
8 Report at 15, 11.

9 Defendants belittle the non-monetary provisions to deflect from their fiduciary
10 breaches. They argue the requirements to make timely disclosures to the SAG-AFTRA
11 National Board and Executive Committee regarding potential benefit changes and funding
12 required to maintain the benefit structure are meaningless because: “there has never been
13 a reluctance to share information on the Plan’s financial condition” and the Settlement
14 Agreement acknowledges that these disclosures were already made in previous
15 negotiations.” Objection at 11. Hogwash. Defendants cite no evidence or declaration to
16 the contrary, because the undisputed record evidence (Joliffe Decl., ¶¶10-11) and
17 discovery conclusively establish that prior to the Merger, the SAG Health Plan Trustees
18 hid from the participants that they were funding the growing plan deficit by depleting the
19 \$200 million Retiree Reserve established to fund Senior’s health coverage, despite
20 publicly representing that the Merger would strengthen the Plan and ensure
21 comprehensive benefits for all participants post-merger; and that Defendants and their
22 Counsel knew shortly after the 2017 Merger that a drastic change to the benefit structure
23 would be required without increased employer contributions but, nonetheless, hid the
24 funding crisis from the Union CBA bargainers while secretly plotting to balance the books
25 by targeting coverage for Seniors. Supp.Decl., ¶¶ 4-5. Moreover, they mischaracterize SA
26 §11.2.4, a provision that was heavily-negotiated, where they unambiguously admit they
27 failed to provide detailed information about the funding shortfall to the 2019/2020 Union
28 negotiators. Supp.Decl., ¶7.

1 Most important, when this litigation caused Defendants to arm the Union
2 negotiators with information about the funding shortfall, the negotiators effectively used
3 that leverage to negotiate far more favorable funding in 2022. Joliffe Decl., ¶¶10-11;
4 <https://www.sagaftra.org/sag-aftra-members-ratify-2022-commercials-contracts> (quoting
5 current SAG-AFTRA President Fran Dresher stating that the 2022 Commercials contract
6 provides “more contributions to the health plan.”). Defendants make unsupported
7 arguments but submit no evidence rebutting Mr. Joliffe’s testimony or President Dresher’s
8 statements.

9 Defendants’ arguments about the other non-monetary provisions are also baseless
10 and nonsensical. They challenge the provision requiring the Plan to hire a Cost Consultant
11 to find cost savings, arguing the Cost Consultant will “steer clear” of wasting time re-
12 trolling areas where the Plan already exhausted efforts to find savings. Objection at 11,
13 citing SA §11.3. Of course. Plaintiffs demanded a Cost Consultant to find additional cost
14 savings in areas the Defendants previously neglected. That was the point of the provision.
15 Supp.Decl., ¶8. To the extent Defendants suggest they will revert to “old tricks” to ignore
16 or give lip service to the Cost Consultant’s recommendations, Class Counsel are prepared
17 to initiate appropriate enforcement proceedings. *Id.*

18 The other non-monetary provisions regarding properly counting sessional earnings
19 for eligibility and providing participants meaningful guidance how to qualify for coverage
20 would not have been necessary if Defendants and their Counsel had done their jobs
21 properly. They didn’t, so Class Counsel demanded and obtained measures to right the ship
22 over significant resistance. Supp.Decl., ¶9.

23 **C. Defendants’ Arguments about a Theoretical Reversion are Nonsense**

24 Defendants inexplicably and deceptively try to mischaracterize the Settlement as
25 containing a material reversion of the \$15 million fund. The argument is factually
26 inaccurate and reflects ignorance of controlling law.

27 First, the \$400-\$4,400 target payments for 2021/2022 damages are minimums
28 subject to *pro rata* enhancement, and Class Counsel, in consultation with the Settlement

1 Administrator, will carefully evaluate the money currently set aside as an administrative-
2 expense cushion to maximize Class Member distributions and minimize, if not eliminate,
3 any potential residual payment to the Plan after the initial and possible second-round
4 distributions. *See* ECF 128-1 at 100; SA §8.5.

5 Second, it is well-established that settlement administration costs count as part of
6 the settlement recovery for purposes of valuing a class settlement and applying the
7 percentage method for fees. *In re Online DVD-Rental Antitrust Litig.*, 779 F.3d 934, 953
8 (9th Cir. 2015); *Staton v. Boeing Co.*, 327 F.3d at 974-975 (9th Cir. 2003). Per SA §8.5,
9 if Class Counsel and the Settlement Administrator miscalculate, and there is some small
10 residual “after the Settlement Administrator has exhausted reasonable efforts to effect
11 payment, amounts allocable to Class Members who cannot be located, who do not cash
12 their Settlement payment, or who otherwise cannot receive their Settlement payment”
13 (ECF 128-1 at 100), that residual first goes to repay the Plan *for the settlement*
14 *administration services it provided*. Those services (*e.g.*, compiling mailing lists,
15 identifying who falls into the \$400-\$4,400 2021-2022 buckets, who qualifies for the
16 2023-2030 HRA allocations, gathering information that permitted Class Counsel to
17 respond to numerous Class Member inquiries, CAFA notice, etc.), which have been
18 substantial, would typically be performed by the settlement administrator and charged
19 against the settlement recovery, and qualify as proper settlement administration expenses.
20 In negotiations, Class Counsel rejected Defendants’ request to have those administrative
21 services paid to the Plan off the top. Supp.Decl., ¶10. It is unlikely there will be any
22 residual payment at all, and the remote possibility of a *de minimis* residual payment to the
23 Plan should not be viewed as a true reversion for purposes of a settlement and fee
24 approval. *Id.*

25 In sum, the Court should reject Defendants’ denunciation of the Settlement. The
26 combined value of the monetary and non-monetary relief is no less than \$20.6 million.

1 **III. THE COURT SHOULD APPROVE THE FULL FEE REQUEST**

2 All of the *Vizcaino* factors support Class Counsel’s one-third fee request. Defendants’
3 arguments to the contrary are factually wrong and based on a misconception of governing
4 law. Despite extensive lobbying from defense Counsel (Supp.Decl., ¶11), the Independent
5 Settlement Fiduciary opined: “In our experience, the percentage requested and the lodestar
6 multiplier are within the range of attorney fee awards for ERISA cases...awards equaling
7 one-third of the settlement amount [are] common...Here the complexity of the case and
8 the risk of non-payment favor an upward adjustment.” FC Report at 11. This Court should
9 reach the same conclusion. The Settlement provides valuable benefits to the Plan and all
10 participants supporting the amount requested by Class Counsel.

11 **A. The Value of the Settlement is at Least \$20.6 Million**

12 The Settlement provides every Senior Performer who lost their primary or
13 secondary coverage from the Plan due to the alleged fiduciary misconduct that led to the
14 2020 Amendments a net recovery that far exceeds the amounts that Defendants claimed
15 *fully compensates them* for losing their Plan coverage. Notably, Defendants offer no
16 evidence or contrary calculations. Simply put, the Settlement is a win for Plaintiffs. Class
17 Counsel should be compensated for that win.

18 **1. The \$13.1 Million The Plan Will Pay To Class Members is Real**
19 **Money and Counts Towards Application of The Percentage**
20 **Method**

21 In their self-serving attempt to denigrate the Settlement, Defendants’ resort to fake
22 math to argue \$20.6 million really equals \$7.5 million. Without citing a single case, they
23 claim that in any ERISA class settlement, the only money that counts for a percentage
24 analysis is money paid by insurers. At page 13, Defendants’ assert that the \$13.1 million
25 the Plan must pay “is not a benefit to the class of Plan participants because it consists of
26 Plan assets that would have been paid for the benefit of Plan participants with or without
27 the Settlement.” Under Defendants’ theory, Class Counsel should never get credit in a
28 percentage fee analysis based on quantifiable monetary individual relief paid by the Plan

1 to participants under the terms of a judgement or settlement obtained through litigation of
2 ERISA breach of fiduciary duty claims.

3 Defendants' argument hinges on the inaccurate predicate that the "the Amended
4 Complaint's objective was to seek monetary relief *for* the Plan" and therefore since "the
5 bulk of this [\$13.1 million] monetary relief is coming *from* the Plan itself" it doesn't count.
6 Objection at 8. This argument ignores the scope of relief sought by Plaintiffs on the breach
7 of fiduciary duty claims. Plaintiffs' claims that Defendants' breaches, including
8 misrepresentation and concealment of important information, caused losses to the Plan
9 that led participants to lose Plan coverage. The scope of relief sought specifically *included*
10 *injunctive relief to, among other things, correct the wrongful changes to the benefit*
11 *structure and restore lost benefits. See* Amended Complaint, ECF 43 ¶92(c) (seeking
12 "such other equitable or remedial relief as the Court may deem appropriate including
13 restoration of SAG-AFTRA health coverage benefits to participants affected by the
14 wrongful Benefit Cuts"); *id.* ¶194D ("to correct and reverse the wrongful changes to the
15 benefit structure alleged herein"). The Settlement forced the Trustees to have the Plan pay
16 \$13.1 million to do just that.

17 *Varity v. Howe*, cited by Plaintiffs and relied on by the Court in denying the motion
18 to dismiss, held that individual relief to participants, including restoration of benefits, is
19 available equitable relief in an action for ERISA fiduciary breaches. 516 U.S. 489 (1996);
20 *see also Castillo v. Metro. Life Ins. Co.*, 970 F.3d 1224, 1229 (9th Cir. 2020); *Moyle v.*
21 *Liberty Mut. Ret. Benefit Plan*, 823 F.3d 948, 959 (9th Cir. 2016). Plaintiffs here
22 specifically sought such relief, and the Settlement achieved quantifiable monetary
23 components providing such relief. The amount therefore is properly considered for
24 determining a reasonable percentage amount of fees based on the total monetary amount
25 of the benefits achieved in the Settlement, particularly since the full amount of the
26 requested fee will be paid entirely from the insurers' \$7.5 million payment and not from
27 the Plan.

1 **2. \$20.6 Million = \$20.6 Million**

2 Defendants also misstate the law and cite irrelevant *lodestar* cases to argue that use
3 of the percentage method is prohibited when there is any theoretical uncertainty about that
4 value of the settlement or whether Class Members will take ministerial steps (such as
5 cashing checks or signing up for HRA accounts)² to use the money recovered on their
6 behalf. Not so. “Ninth Circuit precedent requires courts to award class counsel fees based
7 on the total benefits made available to class members rather than the actual amount
8 ultimately claimed.” *Stewart v. Apple Inc.*, 2022 U.S. Dist. LEXIS 139222, at *15 (N.D.
9 Cal. 2022).

10 Moreover, in *Moore v. Verizon Communs., Inc.*, 2013 U.S. Dist. LEXIS 170027,
11 (C.D. Cal. 2013), the Court explained that the percentage method can be applied to
12 settlements with an upper cap like this one and that there is no need for exactitude down
13 to the penny: “That the settlement has no maximum payment, however, *is* critical to which
14 method applies because payment caps provide guideposts that allow courts to reach
15 informed projections of settlement values, fulfilling the purpose for which the percentage
16 method is deployed in the first place: to provide a convenient alternative to the time-
17 consuming *lodestar* calculation while still ensuring that the benefits to the class are “traced
18 with some accuracy.” *Id.* at *18, citing *Boeing Co. v. Van Gemert*, 444 U.S. 472, 479,
19 (1980). The *lodestar* cases cited by Defendants, while inapposite, are nonetheless
20 consistent with that analysis. *Lowery v. Rhapsody Int’l, Inc.*, 2023 WL 4933917, at *5
21 (9th Cir. 2023) (emphasis added) (“courts must consider the actual *or realistically*
22 *anticipated benefit to the class ...in assessing the value of a class action settlement*);” *In*
23 *re Bluetooth Headset Prods. Liab. Litig.*, 654 F.3d 935, 941-42 (9th Cir. 2011)

24
25
26
27 ² Defendants disingenuously speculate some class members “cannot be located.”
28 Objection at 13. Not so, since every class member entitled to a payment was either
 receiving Plan coverage and/or providing sessional/residual payments to the Plan.

1 (percentage-of-recovery method can be applied to settlement recovery that is “easily
2 quantified”).³

3 Defendants conflate illusory, much-criticized claims-made settlements riddled with
4 concerns about collusion like *Lowery* and *Bluetooth* with settlements like this one that
5 provide easily-quantifiable benefits that put real money into the pockets of Class
6 Members. Even in those off-point cases, the Ninth Circuit made clear the standard is not
7 mathematical certitude. Moreover, Defendants utterly distort Judge Davila’s decision in
8 *Apple Device Performance*. There, the Settlement required Apple to pay a guaranteed
9 minimum of \$310 million, and class counsel agreed to only seek a percentage of that
10 guaranteed minimum, so the court had no occasion to evaluate if it could easily quantify
11 the value of the upside claims-made kicker. 2021 U.S. Dist. LEXIS 50546, *21 (N.D.
12 Cal.). But Judge Davila still made an upward adjustment to the benchmark, even though
13 the settlement was a megafund, and awarded a whopping fee over \$80 million.⁴

14
15 The Settlement is easily quantifiable here to at least \$20.6 million by the monetary
16 component alone, and any theoretical discounts (or failure to allocate the full \$5.6 million)
17 are readily offset by the value of the non-monetary relief.

18 **B. Vizcaino Factor #1 - The Relief Obtained for the Class Is an Excellent and
19 Timely Result**

20 The Settlement payouts to Class Members likely exceed the legally-recoverable
21 out-of-pocket damages for loss of their primary and secondary Plan coverage. That is true
22 even if the Court grants the full one-third fee request and doesn’t count the value of the
23 non-monetary relief. Since Defendants cannot challenge and have not challenged that
24 indisputable fact, they resort to straw-man arguments that ignore the facts, the law, and
25 basic math.

26
27 ³ Defendants cite to *Staton* is inapposite; the issue there was valuing an injunction.

28 ⁴ Unlike this risky case, in *Apple Device Performance*, the list of plaintiffs’ counsel who piled on was seventeen pages. *Id.* at *1-17.

1 They argue that Plaintiffs’ Rule 26 Initial Disclosures state that damages “likely”
2 exceed \$200 million, and that the [sic] \$7.5 million recovery is “a small fraction (less than
3 4%)” of \$200 million. They then mix apples and oranges by contrasting the recovery in
4 this case to undersigned Class Counsel’s \$50 million *MacBook* settlement that represented
5 “9% to 28% of total estimated damages.” Objection at 16; *id.* at 13- 14 & n, 4, citing *In*
6 *re MacBook Keyboard Litig.*, WL 3688452 (N.D. Cal. 2023). Every piece of that argument
7 is wrong.

8 First, the standard for comparing the settlement recovery to the potential maximum
9 trial recovery isn’t based on a maximum or aspirational amount listed in Initial Disclosures
10 or even an initial settlement demand. It’s based on what can be presented *and recovered*
11 at trial after all pretrial proceedings including expert damages discovery and related
12 *Daubert* motions. *See Churchill Village, L.L.C. v. Gen. Elec.*, 361 F.3d 566, 576 (9th Cir.
13 2004); *Linney v. Cellular Alaska P’ship*, 151 F.3d 1234, 1242 (9th Cir. 1998); *Fleming v.*
14 *Impax Lab'ys Inc.*, 2022 U.S. Dist. LEXIS 125595, *26 (N.D. Cal. 2022).

15 Second, while the potential theoretical and aspirational damages (as reflected in the
16 Initial Disclosures) in *Macbook* exceeded \$1 billion, the maximum damages that could
17 have been presented and recovered at trial (after fact and expert discovery and pre-trial
18 motions) was far less (between of \$178 to \$569 million) and undersigned counsel properly
19 presented that lower, recoverable range to Judge Davila, which is what he considered. *See*
20 *Supp.Decl.*, ¶12. So, Defendants’ citation to the \$200 million figure is irrelevant.
21 Defendants conceded the amount of monetary necessary to compensate Class Members
22 who lost Plan coverage and the Settlement provides them far more money.

23 Third, Class Counsel and Class Members have no interest in pyrrhic victories. Nor
24 does governing jurisprudence. The issue is how much is *recoverable* at trial (*i.e.*, actually
25 collected and paid). The Plan’s fiduciary insurance policies were limited (just \$40 million
26 in four layers) and didn’t cover benefit denial claims and, therefore, likely wouldn’t cover
27 the cost of compensating participants who lost their Plan health coverage. Moreover,
28 absent a timely Settlement, the vast majority of the policies would have been wasted for

1 defense counsel’s fees long before and final judgment (and that is assuming the insurers
2 did not win their threatened declaratory judgment action). That was the informed
3 assessment of Class Counsel (Supp.Decl., ¶13), Mediator Meyer (Decl. at ¶8), and even
4 Defendants. *See* Rumeld Decl, ECF 149-1, at ¶2. Class Counsel maxed out the money
5 available from the insurers. In that regard, like many cases involving insurance coverage
6 disputes, Defendants had separate coverage counsel and, like Class Counsel, fought hard
7 to maximize the payments from the insurers. Supp.Decl., ¶13. Nothing from the insurance
8 policies was left on the table. *Id.* Moreover, there was little possibility of any meaningful
9 recovery from the personal assets of the Trustees in the event of a final judgment. *Id.*

10 Finally, Defense counsel’s argument flunks basic math. Using the *Macbook* case,
11 they rely upon: $9\% \times \$200 \text{ million} = \$18 \text{ million} < \$21.6 \text{ million}$. Similarly, in *Marshall*,
12 2020 U.S. Dist. LEXIS 177056, at *8-10, this Court cited decisions awarding one-third
13 fee where the recovery of damages ranged from 10% - 27.6%, and $10\% \times \$200 \text{ million} =$
14 $\$20 \text{ million} < \20.6 million . Even under their misguided approach, the recovery supports
15 a one-third fee.

16 **C. Vizcaino Factor #2 – The Risks Support an Upward Adjustment**

17 The fee motion presented indisputable evidence, backed by the market assessment
18 of at least a dozen prominent firms, that Class Counsel overcame grave and multi-faceted
19 risks in securing the excellent recovery. Notably, defense Counsel shared the assessment
20 about the risks, since they told their clients that Class Counsel were “not ERISA lawyers”⁵
21 and Plaintiffs’ claims would be dismissed based on their settlor function defense.
22 Supp.Decl., ¶14.

23 In the Objection, defense counsel conflate risk with merit and outrageously claim
24 Class Counsel “concede in their motion papers” that they brought “exceedingly-weak

25 _____
26 ⁵ Beyond their stellar track record in securing ground-breaking full-recovery class action
27 settlements *and judgments* in the Ninth Circuit, undersigned counsel have extensive
28 ERISA experience including their successful *Musicians* case against the same defense
counsel and the *Davis v. Washington University* settlement where Judge White awarded a
one-third fee. Supp.Decl., ¶15.

1 claims against well-meaning trustees.”⁶ Objection at 18. The risks were real, but not
2 because the claims lacked merit. As noted above, Defendants and their counsel know that
3 the discovery evidence supports Plaintiffs’ claims. Governing ERISA standards presented
4 difficult challenges when applied to these novel claims, where questions are presented
5 whether Trustees were wearing their “settlor” hat or their “fiduciary” hat in the challenged
6 conduct. So too did the insurance coverage conundrum. The reason Class Counsel have
7 earned a one-third upward adjustment is because, unlike their competitors, they took and
8 skillfully navigated those formidable risks to assert fiduciary hat claims and achieved an
9 excellent result.

10 Defendants’ argument that “Class Counsel should not be rewarded for bringing
11 exceedingly weak claims against well-meaning Trustees” is not only false, but it also turns
12 the law on its head. While the Ninth Circuit has rejected large, disproportionate fees for
13 lawyers who bring weak cases that result in marginal recoveries for class members, it has
14 consistently endorsed percentage enhancements for class counsel who secure meaningful
15 recoveries in the face of significant risk. Defendants’ conflation of risks and merit, if
16 accepted, invites reversible error. *See Vizcaino*, 290 F.3d at 1048 (“counsel should be
17 encouraged to take cases for the public good on a contingent-fee basis that are not
18 guaranteed wins because, for instance, there is an “absence of supporting precedents”) and
19 the Ninth Circuit’s *en banc* decision in *Hyundai*, 926 F.3d at 570, 572.

20 **D. Vizcaino Factor #3 – Class Counsel’s Skill**

21 The Objection ungraciously ignores this factor. As reflected throughout all the
22 proceedings in this case, Class Counsel’s litigation skill in the face of esteemed and
23 zealous defense counsel supports an upward adjustment. Mediator Meyer confirmed as
24 much. Decl., ¶¶5, 11-12.

25
26
27 ⁶ The defendant Trustees hid the fact they secretly planned to cut benefits for several
28 years and then blamed the cuts on the pandemic. Supp.Decl., ¶¶4-5. That conduct can
hardly be described as “well meaning,” especially for a fiduciary.

1 **E. *Vizcaino* Factor #4 - Awards in ERISA Cases Demonstrate that the**
2 **Requested Fee is Reasonable**

3 Plaintiffs’ fee motion cites many decisions demonstrating that a one-third fee has
4 been awarded the vast majority of recent ERISA cases. The Independent Settlement
5 Fiduciary, who has evaluated over 100 ERISA settlements, concurs. FC Report at 1, 10.
6 Defendants cite no recent ERISA case awarding a lower percentage or cases where class
7 counsel achieved similarly excellent results in the face of similar levels of risk present
8 here.

9 Defendants make facile arguments that all the ERISA decisions awarding a one-
10 third fee don’t mean what they say and are all somehow distinguishable. Not so.

11 *Foster* relied on this Court’s decision in *Marshall* and held: “a 33.3% recovery is
12 on par with settlements in other complex ERISA class actions.” 2022 U.S. Dist. LEXIS
13 25071, at *28, citing 2020 U.S. Dist. LEXIS 177056, at *8; *see also* * 5-7 (collecting
14 cases). There’s no ambiguity there. As explained in our opening papers, the novel claims
15 in this case presented far more risk than the risk associated with the numerous 401k/403(b)
16 excessive fee cases where courts have approved one-third fee requests.

17 Defendants argue that some of the dozens of ERISA cases awarding a one-third fee
18 settled at a later stage of the proceedings. That argument proves nothing. Undersigned
19 Counsel have never heard a client complain that they secured an excellent recovery *too*
20 *quickly*. Indeed, in this case, there was significant pressure to resolve the case quickly,
21 given the risk to aging Class Members who needed funds to pay for much-needed medical
22 coverage. Unfortunately, that risk materialized, as named Plaintiffs Edward Asner and
23 Sondra James Weil have passed away. Moreover, the lodestar crosscheck, which is easily
24 satisfied here, protects against potential windfalls from early settlements.

25 The *Vizcaino* factors do not include the procedural stage of the case as a relevant
26 consideration or, as discussed below, counsel’s lodestar in setting a percentage fee. They
27 include the “risk of and expense to counsel of litigating it,” and Class Counsel here did
28 substantial work from before the Complaint was filed that will continue through 2030 to

1 ensure compliance with the Settlement. Moreover, in *Marshall*, this Court noted that
2 “several courts have awarded attorney fees of one third of a common fund under similar
3 circumstances, and with less time involved” than the time spent by class counsel in
4 *Marshall* and the over 5,000 hours spent by Class Counsel here. 2020 U.S. Dist. LEXIS
5 177056 at *10-11, citing *Boyd v. Bank of Am. Corp.*, 2014 WL 6473804, at *10 (C.D. Cal.
6 2014) (3,000 hours); *Fernandez v. Victoria Secret Stores, LLC*, 2008 WL 8150856, at *16
7 (C.D. Cal. 2008) (thousands of hours); *Garcia v. Gordon Trucking, Inc.*, 2012 U.S. Dist.
8 LEXIS 160052, at *10 (E.D. Cal. 2012 (3,070 hours); *Cullen v. Whitman Med. Corp.*, 197
9 F.R.D. 136, 150 (E.D. Pa. 2000) (3,900 hours and just two years of litigation).

10 *Marshall* also held that larger recoveries provide *greater* support for an upward
11 adjustment to award one-third fee to class counsel there. 2020 U.S. Dist. LEXIS 177056,
12 *8-9, citing cases awarding a one-third fee with recoveries smaller than \$12.375 million
13 recovery there. Here, the \$21.6 million recovery is almost double the recovery in *Marshall*
14 and multiples more than the cases cited by *Marshall*. Counsel should be incentivized to
15 get larger recoveries, not rewarded when getting smaller ones.

16 Defendants’ assertion that Class Counsel were only “minimally burdened” by this
17 litigation is spurious and beyond offensive. *See* Objection at 19. Class Counsel spent over
18 5,000 hours including many nights and weekends. Supp.Decl., ¶16. Those efforts included
19 over 600 hours investigating the claims on a contingent basis and putting together a
20 complaint that others would not pursue and could not figure out how to plead; defeating
21 serial motions on the settlor function defense; identifying and serving subpoenas and
22 negotiating productions with respect to dozens of non-parties; analyzing extensive
23 productions (including hand-written and typed attorney’s notes); serving responses and
24 collecting our clients documents in response to Defendants’ discovery requests;
25 identifying dozens of deponents and crafting a plan of goals for each; defeating
26 Defendants’ repeated attempts to limit deposition and document discovery; carefully
27 analyzing class certification issues, including crafting responses to Defendants’ stated
28 challenges to certification and defeating Defendants’ attempts to truncate certification

1 proceedings; comprehensively analyzing all the relevant evidence and legal standards as
2 reflected (in part) in our drafting of what Mediator Meyer described as “two rounds of
3 detailed mediation briefs” that were the product of “hard work that was highly adversarial
4 and complex” by counsel that were “engaged, motivated and highly knowledgeable about
5 the case” and who “fully understood the strengths and weaknesses of their positions;” and
6 tirelessly negotiating and papering what all parties agree is a complex and novel
7 Settlement, while all along engaging in extensive discussions with our clients and other
8 class members. *Id.*

9 The argument that Class Counsel only incurred about \$50,000 in out-of-pocket
10 costs is largely irrelevant beyond reflecting that Class Counsel litigated efficiently, as
11 Class Counsel Ted Siedle, a renowned financial analyst, effectively served as Class
12 Counsel’s expert and thereby saved Class Members a massive cost that would have been
13 paid from the Settlement recovery (on top of an fee award).

14 The notion that this case was a cakewalk is insulting⁷ and raises the question: If that
15 were remotely true, what exactly did defense counsel do to run up almost \$5 million in
16 charges, particularly since they did far less work than Class Counsel and lost every
17 contested issue presented to the Court?

18 Defendants’ argument that Class Counsel’s lodestar somehow requires a lower
19 percentage fee wrong on the facts and the law. The Ninth Circuit requires courts to
20 perform a percentage analysis based on the *Vizcaino* factors independent from a lodestar
21 analysis and prohibits courts from using a lodestar/multiplier analysis to reverse-engineer
22 the appropriate percentage. *In re Easysaver Rewards*, 906 F.3d 747, 758-59 (9th Cir.
23 2018). With respect to determining the proper percentage fee award, the only role of the
24 lodestar/multiplier analysis is as a crosscheck *after* the percentage has been evaluated and
25

26 ⁷ The argument that Class Counsel worked on other cases besides this one is bizarre and
27 irrelevant. Just because Class Counsel worked on other cases doesn’t mean Class Counsel
28 didn’t work hard in this case such that it precluded other work. There’s only 24 hours in
a day, and as pointed out by Defendants, the nature of the work in this case required
extensive involvement of two of the four named partners of the Chimicles Schwartz firm.

1 established pursuant to the *Vizcaino* factors. And the 1.8 multiplier here (which decreases
2 every day) more than confirms the reasonableness of the one-third request.

3 In any event, courts have recently approved one-third fees in ERISA cases with
4 higher multipliers than the one sought here. *See, e.g., Ahrendsen v. Prudent Fiduciary*
5 *Sers., LLC*, 2023 U.S. Dist. LEXIS 107802, *20-22 (E.D. Pa. 2023)(2.77 multiplier,
6 which the court held was “an amount consistent with other comparable ERISA cases.”);
7 *Lechner*, 2021 U.S. Dist. LEXIS 23742, at *11 (1.88 multiplier); *Kelly*, 2020 U.S. Dist.
8 LEXIS 14772, at *20 (2.45 multiplier); *see also Kendall v. Odonate Therapeutics, Inc.*,
9 2022 U.S. Dist. LEXIS 101021, at *23-24 (S.D. Cal. 2022) (2.36 multiplier). Defendants
10 ignore those cases.

11 **F. Defendants’ Other Lodestar Arguments are Wrong**

12 Unable to rebut the overwhelming authority that reflecting that the 1.8 multiplier
13 that would result from a one-third percentage fee award is well within the range that courts
14 routinely grant confirms the reasonableness of a one-third fee, Defendants make
15 unfounded attacks on Class Counsel’s lodestar reported in their sworn declarations. Those
16 attacks are legally and factually baseless and fail to acknowledge that the aim of a lodestar
17 crosscheck is to “do rough justice, not to achieve auditing perfection.” *In re Apple Inc.*
18 *Device Performance Litig.*, 2021 U.S. Dist. LEXIS 50546, *38; citing *In re Toys R Us-*
19 *Del., Inc. - Fair and Accurate Credit Transactions Act (FACTA) Litig.*, 295 F.R.D. 438,
20 460 (C.D. Cal. 2014) (“In cases where courts apply the percentage method to calculate
21 fees, they should use a rough calculation of the lodestar as a cross-check to assess the
22 reasonableness of the percentage award.”).

23 As discussed above, Defendants invite legal error by failing to recognize that with
24 respect to percentage fee awards, the only role of the discretionary lodestar multiplier is
25 to crosscheck the reasonableness of the percentage award and protect against windfalls.
26 They compound that mistake by citing notorious cases where courts analyzed fees
27 pursuant to a lodestar analysis because the recoveries were so paltry, and the fees
28 represented an excessive multiple of class members’ recovery that class counsel could not

1 seek a percentage fee. *See e.g., Lowery*, 2023 U.S. App. LEXIS 19948, *3, where class
2 counsel requested fees that were 30 times the amount the class received; *Bluetooth* 654
3 F.3d at 945, where over 80 % of the recovery went to class counsel, with no direct money
4 to class members. Those cases have no relevance here.

5 The Objection next contends that Class Counsel failed to provide sufficient
6 information about what Class Counsel did to accumulate our lodestar and insultingly
7 suggest Class Counsel “frittered away hours on pointless” tasks that achieved “very little
8 for the class.” Objection at 23, quoting *Briseño v. Henderson*, 998 F.3d 1014, 1026 (9th
9 Cir. 2021). Not true.

10 Besides the summary charts, Class Counsel broke down how much time was spent
11 on the pre-complaint investigation and drafting the Complaint (almost \$500,000) and
12 provided real-market evidence that one competitor demanded \$500,000 to do the same
13 investigation on a non-contingent basis with no guarantee they would actually file any
14 complaint, much less one, like ours, that would plead cognizable ERISA fiduciary breach
15 claims and survive Defendants’ settlor function motions. Class Counsel’s Declarations
16 provide more than sufficient detail. Moreover, the Court observed Class Counsel’s
17 pleadings, briefs, status reports, arguments, and level of preparedness at the various
18 hearings and is well-positioned to evaluate the reasonableness of Class Counsel’s hours
19 and work. So did Mediator Meyer, whose declaration attests to Class Counsel’s hard work
20 and the quality of work.

21 *Briseño* is another notorious lodestar case (not a percentage/lodestar crosscheck
22 case) riddled with the specter of collusion (including a clear-sailing agreement) where
23 defendants agreed to pay class counsel almost \$7 million while the class got less than \$1
24 million pursuant to an illusory claims-made settlement. Defendants’ reliance on such
25 inapposite cases demonstrates the weakness of their argument.

26 Defendants also attack Class Counsel’s rates, even though this Court has approved
27 higher rates of “\$895 to \$1,295 per hour for partners and counsel, and between \$565 and
28 \$985 for associates as reasonable within the legal community of Los Angeles for attorneys

1 of similar skill.” *Hope Med. Enters.*, 2022 U.S. Dist. LEXIS 49151, at *7. As reflected by
2 the Chimicles Schwartz’ firm’s stellar class action success in the Ninth Circuit (including
3 the \$42 million full-recovery judgment *Rodman v. Safeway* that was affirmed on appeal),
4 the \$53 million and \$50 million settlements with Apple, the groundbreaking \$185 million
5 trial verdict in the *Real Estate Associates* case before the late Judge Dean Pregerson (the
6 first sustained PSLRA verdict) among others, and as reflected by the work in this case,
7 defense counsel’s assertion that the Chimicles Schwartz rates aren’t reasonable is
8 irresponsible. The Court is also familiar with Neville Johnson’s firm and has approved
9 their rates. Johnson Decl., ¶9. And Mr. Siedle’s credentials are impeccable.

10 Class Counsel’s rates have repeatedly been approved by courts within the Ninth
11 Court and elsewhere, including most recently by Judge Davila in *MacBook*. Defense
12 counsel insult Judge Davila by claiming he didn’t conduct a proper evaluation simply
13 because no one challenged Class Counsel’s rates in that excellent settlement. They also
14 ignore that Judge Tiger in *Rodman* and Judge Olguin in *Chambers* approved Class
15 Counsel’s rates in connection with contested fee proceedings against billion-dollar
16 adversaries, and that hourly-paying clients, including most recently a multi-billion dollar
17 company, have paid Class Counsel’s full rates. They also speculate that these courts only
18 thought the rates of some of the firm’s lawyers were reasonable. That’s not true; there’s a
19 massive multi-decade list of decisions approving the rates of the Chimicles Schwartz firm
20 and its lawyers. Supp.Decl., ¶17 & Exhibit 2 (bios of all attorneys who worked on this
21 case).

22 More fundamentally, the reasonableness of Class Counsel’s lodestar is confirmed
23 by the fact that defense counsel got paid almost \$5 million for their work in this case. The
24 Plan’s insurers paid \$4.5 million of those fees, and the Plan apparently paid the rest,
25 including the fees charged to draft the baseless Objection, a fact which defense counsel
26 took great pains to hide. *Id.* ¶ 3

27 Courts routinely evaluate class counsel’s lodestar in part based on a comparison of
28 defense counsel’s lodestar. *Democratic Party of Wash. State v. Reed*, 388 F.3d 1281,

1 1287-1288 (9th Cir. 2004); *United States v. Biotronik, Inc.*, 2015 U.S. Dist. LEXIS 35321,
2 11-12 (E.D. Cal. 2015). As reflected at the chart attached as Exhibit 3 to the Supp.Decl.,
3 it is a mystery how defense counsel’s lodestar is over 30% more than Class Counsel’s
4 lodestar. Perhaps they should not be casting stones about who “frittered away hours on
5 pointless” tasks that achieved “very little.”

6 **IV. CONCLUSION**

7 Defendants suggestion that Class Counsel should only get fees of \$1.875 million (25%
8 of \$7.5 million) is inconsistent with the facts and governing law. Defendants have no
9 *legitimate* interest in Class Counsel’s fees. The only impact of awarding less than a one-
10 third fee is that Class Members will receive slightly larger 2021-2022 damage payments.
11 Defendants caused those damages and have resisted paying those damages at every step
12 of this process and concede those payments will provide full compensation.

13 Unlike Defendants, Class members have a personal interest in the amount of the fee
14 award. That none objected to the fee request demonstrates their appreciation that Class
15 Counsel stepped up to protect their interests and their understanding of the concept
16 embodied in Ninth Circuit jurisprudence that lawyers who take risks should be rewarded
17 for outstanding results.

18 Accordingly, Plaintiffs and Class Counsel respectfully request that the Court approve
19 the Settlement, approve the Service Awards, and award a one-third fee (\$6,866,667) plus
20 reimbursement of litigation expenses in the amount of \$50,954.13, along with any
21 additional reasonable expenses they incur in connection with the Final Approval Hearing.

22
23 Dated: August 28, 2023

By:

24 

25 _____
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1 **CERTIFICATE OF COMPLIANCE WITH LOCAL RULE 11-6.2**

2 This brief complies with the word-count limitation of Local Rule 11-6.2 because
3 this brief contains 6,999 words, excluding the cover page, table of contents, table of
4 authorities, signature blocks, and certificates. Counsel relied on the word count feature
5 of Microsoft Word in calculating this number.

6
7 Dated: August 28, 2023

/s/ Steven A. Schwartz
Steven A. Schwartz

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