

Exhibit 3

Jahan C. Sagafi (SBN 224887)
Kaelyn Mahar (SBN 338257)
Mohsin Mirza (SBN 342444)
OUTTEN & GOLDEN LLP
1999 Harrison Street, Suite 1500
Oakland, CA 94612
Telephone: (415) 638-8800
Facsimile: (415) 638-8810
Email: jsagafi@outtengolden.com
Email: kmahar@outtengolden.com
Email: mmirza@outtengolden.com

*Attorneys for Plaintiff, the Proposed Class
and, Aggrieved Members*

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES**

JESSICA BELLOWS, Individually
and On Behalf of All Others
Similarly Situated,

Plaintiff,

v.

MEDICAL MANAGEMENT
INTERNATIONAL, INC., D/B/A
BANFIELD PET HOSPITAL,

Defendant(s).

Case No. 25STCV14247

REDACTED – Redacts materials from
conditionally sealed Record

**DECLARATION OF JESSICA BELLOWS
IN SUPPORT OF PLAINTIFF’S
UNOPPOSED MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT**

Judge: Hon. David S. Cunningham III

Dept.: 11
Hearing Date: June 2, 2026
Hearing Time: 9:00 a.m.

Complaint Filed: May 14, 2025

1 I, JESSICA BELLOWS, declare as follows:

2 1. I have personal knowledge of the facts set forth in this declaration and would
3 testify competently thereto.

4 2. This declaration is submitted in support of Plaintiff's Unopposed Motion for
5 Preliminary Approval of Class Action and PAGA Settlement.

6 3. Since I first contacted Outten & Golden in approximately December 2022 to the
7 present, I have served as a client and plaintiff in this case. I take my role as "Class
8 Representative" very seriously. My goal is to help all the other workers harmed by Banfield's
9 failure to pay overtime.

10 4. I worked for Banfield from approximately October 2020 to October 2022 as a
11 Practice Manager. Banfield didn't pay me all the wages they owed me for all the hours I
12 worked. My attorneys described this in legal terms in the complaint.

13 5. At each step of the case, my attorneys carefully explained to me my rights as a
14 California worker and my duties and responsibilities as a Class Representative. I agreed to all of
15 that in writing. I know that I have a responsibility to act in the best interests of all the workers I
16 am trying to help in this case.

17 6. I did the following work to help the case:

18 a. In the initial investigation stage, before the case was filed, I took time to
19 speak with my attorneys and provide information about my job duties and
20 Banfield's policies and practices.

21 b. I reviewed the retainer agreement (my contract with the attorneys) and
22 carefully considered whether to serve as Class Representative. I
23 understood that my name would be on publicly-filed court documents and
24 that I have a responsibility to all the other workers we are trying to help in
25 this case.

26 c. I reviewed and approved the initial correspondence that my attorneys sent
27 to Banfield regarding this matter;
28

1 d. I participated in multiple conversations with my attorneys about my work
2 experience at Banfield. This helped us get ready for mediation as a team,
3 and it helped get the written declaration ready describing my work
4 experience that we used for the mediation.

5 e. I discussed strategy and settlement calculations with my attorneys before,
6 during, and after the mediation. I also was ready on-call and available to
7 talk about settlement negotiations throughout the day-long mediation.

8 f. I reviewed a draft of the Complaint before authorizing my attorneys to file
9 this case. I talked through questions I had about it with my attorneys.

10 g. I reviewed the Settlement Agreement and talked about it in detail with my
11 attorneys, and I signed it.

12 h. I was also prepared and was ready to do additional work in case anything
13 was needed, like giving my attorneys documents, showing up for my
14 deposition, and testifying at trial, if necessary.

15 7. It was a difficult decision for me to decide to serve as a Class Representative in
16 this case. I still work in the veterinary field, so I was, and am still, worried that prospective
17 employers or current or prospective clients will learn about my involvement in this case by
18 looking me up online. That could cause them to retaliate against me or not offer me a job or
19 business opportunity that they would've otherwise given me.

20 8. I have not gotten any benefit from being involved in this case. I understand that I
21 will get a payment just like every class member, and the Court might decide to award me
22 additional money for my service as the Class Representative. [REDACTED]

23 [REDACTED]

24 [REDACTED]

25 9. I have not paid any expenses to be involved in this case, because my attorneys
26 paid the case costs.

27 10. I understand that my attorneys will ask the Court to award me a Service Award of
28 \$10,000 for my services and efforts and risk in this case.

1 11. I have never been a named class representative in any other case, active or closed.

2 12. I do not have any conflicts of interest that would affect my representation of the
3 class. I take my duty to my fellow workers very seriously.

4 13. I have no interest or involvement in Legal Aid of Los Angeles.

5 * * *

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

8
9 Dated: April 15, 2026

10
11 By: *Jessica Bellows*
12 Jessica Bellows