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Attorneys for Plaintiffs DEVIN TERRELL, NESHA SHEDD, and SUSAN BUSTOS

**SUPERIOR COURT OF THE STATE OF CALIFORNIA**

**IN AND FOR THE COUNTY OF ALAMEDA**

DEVIN TERRELL, NESHA SHEDD, AND  
SUSAN BUSTOS, individuals, on behalf of  
themselves and on behalf of all persons  
similarly situated

Plaintiffs,

v.

KAISERAIR, INC., a California corporation;  
and DOES 1-50, Inclusive;

Defendants.

Case No. RG21113701

**DECLARATION OF SUSAN BUSTOS IN  
SUPPORT OF MOTION FOR FINAL  
APPROVAL OF CLASS ACTION AND  
PAGA SETTLEMENT**

Date: November 17, 2023

Time: 9:00 a.m.

Judge: Hon. Evelio Grillo

Dept.: 21

Reservation ID: 257718508062

1 I, SUSAN BUSTOS, declare as follows:

2 1. I am over the age of eighteen, a California resident, Plaintiff and Proposed Class  
3 Representative in the above-entitled matter. I submit this declaration in support of Plaintiff's Motion  
4 for Final Approval of Class Action and PAGA Settlement and in support of Plaintiff's Motion for  
5 attorneys' fees, costs, and service awards. I have personal knowledge of all the facts stated herein. I  
6 could and would competently testify under oath to these facts in court if requested to do so.

7 2. I retained Class Counsel in March of 2022, filed a Notice of Violations with the LWDA  
8 on December 27, 2022, and was added as a plaintiff to the lawsuit on February 10, 2023. I filed the case  
9 on behalf of myself and a class of all persons who are or previously were employed by Defendant in  
10 California and classified as non-exempt employees from the period beginning September 23, 2017 to  
11 January 18, 2023.

12 3. I worked for Defendant as a non-exempt employee, paid on an hourly basis, and was  
13 entitled to legally mandated meal and rest periods, minimum wages, and overtime compensation, in  
14 Alameda County from August of 2009 to March of 2022.

15 4. I filed the case because I believed my rights as an employee were violated by Defendant  
16 and also the rights of other employees that worked for Defendant. Among other claims, I believe  
17 Defendant failed to pay for all time worked, miscalculated the regular rate of pay, failed to provide  
18 compliant meal and rest periods, failed to pay overtime, meal premiums, and sick pay, at the correct  
19 regular rate of pay, failed to furnish accurate itemized wage statements, failed to pay all wages when  
20 due and failed to reimburse employees for mandatory business expenses.

21 5. Before I initiated the case as a plaintiff and Class Representative, I spoke at length with  
22 my attorneys. We discussed my work experience and how company policies were applied to me and  
23 other employees. I provided the attorneys with documents they requested. We reviewed the documents  
24 together and asked and answered many questions regarding my experience working for Defendant, the  
25 litigation process, and about class actions generally.

26 6. During these conversations, I learned about my responsibilities as a plaintiff in the lawsuit  
27 and as a proposed Class Representative. I understood that pursuing this action as a class action rather  
28 than merely seeking my individual claims substantially increased the risk to me. Those risks included

1 the possibility of being held liable for Defendant's attorneys' fees and costs in a complex class action if  
2 I lost the case. I also understood that as a Class Representative, I would be under increased scrutiny by  
3 the attorneys and the Court because I needed to prove that I was an adequate class representative.  
4 Further, I understood that I would lose some autonomy over my individual claims that I could not make  
5 decisions for my sole benefit and that I needed to make every litigation decision with the best interests  
6 of the Settlement Class in mind.

7 7. I also understood that pursuing this litigation created a very public record of my grievances  
8 with Defendant which produced the risk that a future employer could hold it against me that I sued a  
9 former employer.

10 8. I also knew that I was making a sacrifice in that I could have pursued my claims only on  
11 an individual basis, likely obtaining a recovery greater than the portion of the class settlement I stand to  
12 receive from this settlement. My attorneys explained to me that the net settlement value of my individual  
13 claims may be greater than my ultimate recovery from the net class settlement amount.

14 9. Notwithstanding these risks and sacrifices, I decided to go through with the case because  
15 I believed violations occurred and most employees would not know what their rights are and even if  
16 they did, they would be apprehensive to file a lawsuit against their employer for fear of retaliation.

17 10. During the lawsuit I communicated on a regular basis with my attorneys. I reviewed status  
18 updates from my attorneys and court filings on a regular basis, and spoke to my attorneys on the phone,  
19 because I wanted to keep up with developments in the case which I understood was one of my duties as  
20 a class representative.

21 11. **Review and Approval of Settlement:** A mediation was held on November 18, 2022.  
22 Even though I could not attend, I was available by telephone to speak with my attorneys and did speak  
23 with them regarding the mediation before it took place, as well as during the mediation itself. I also  
24 spoke with my attorneys after the mediation. I was very satisfied with the terms of the settlement that  
25 was agreed to by the parties. I reviewed and signed the Memorandum of Understanding on November  
26 22, 2022, and when the settlement papers were ready, I again spoke with my attorneys and reviewed the  
27 settlement agreement, including the amended settlement agreements, which I signed on January 23, May  
28 24 and June 2, 2023.

12. **Participation:** Since I retained Class Counsel approximately nineteen months ago, I have been actively involved with this class action lawsuit performing the duties described above. While I did not keep formal time records, I was in regular contact with my attorneys, attended hearings, reviewed important court filings, and spent considerable time on the issues presented during the litigation and in the settlement process. I estimate that I spent approximately 18-20 hours working on this case.

13. Also, my attorneys explained to me that the settlement process involved a two-step review by the Court to determine whether the settlement was fair before ordering that the settlement be funded and paid. I knew this process also involved notifying all class members of the settlement terms and of their rights to make a claim for their settlement share, to opt out of the settlement or to object to the settlement.

14. Ultimately, I believe I did the right thing in pursuing this case on behalf of the class who now stand to receive substantial monetary payments as a result of this case and settlement. I also believe that the requested Class Representative Service Payment in the amount of \$10,000 from the settlement is fair compensation for the (1) the general release I executed; (2) the work I performed, (3) the sacrifices made not pursuing this case individually, and (4) the risks I undertook.

15. In light of all the time and effort I have spent on this case, the sacrifice I have made, the risks I undertook by suing a former employer, the exposure to being responsible for paying Defendant's costs in the event we did not win the case, and in light of the size of the settlement, I believe the request for \$10,000 as a service award is fair and reasonable.

16. Further, I support my attorneys' application for a Class Counsel Award in the amount of \$425,000.00, comprised of \$400,000.00 for attorneys' fees (one-third of the Gross Settlement Amount) and up to \$25,000 for reimbursement of actually incurred litigation expenses.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct. Executed on Oct 24, 2023, at Menlo Park, California.

By:   
Susan Bustos (Oct 24, 2023 10:17 PDT)

**SUSAN BUSTOS**