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Attorneys for Plaintiff

SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF CONTRA COSTA

DINO DESANCTIS; TYRONE BARNES,
individuals, on behalf of themselves and on
behalf of all persons similarly situated,

Plaintiffs,

v.

DOUGLAS PRODUCTS & PACKAGING
COMPANY, LLC, a Missouri Limited
Liability Company; and DOES 1-50, Inclusive,

Defendants.

Case No. C21-01874

**DECLARATION OF DINO DESANCTIS IN
SUPPORT OF PLAINTIFFS' MOTION FOR
FINAL APPROVAL OF CLASS ACTION
AND PAGA SETTLEMENT**

Date: October 5, 2023

Time: 9:00 a.m.

Judge: Hon. Judge Charles S. Treat

Dept.: 12

1 I, DINO DESANCTIS, declare as follows:

2 1. I am over eighteen years of age and if called as a witness, I could and would competently
3 testify to the following facts from my own personal knowledge. I am a named Plaintiff in the above
4 wage and hour class action filed against DOUGLAS PRODUCTS & PACKAGING COMPANY, LLC
5 (hereinafter "Defendant").

6 2. This declaration is being submitted in support of Plaintiffs' motion for Final Approval of
7 Class Action and PAGA Settlement.

8 3. I retained Class Counsel in April 2021 and filed a lawsuit in September 2021. I filed the
9 case on behalf of myself and a class of current and former non-exempt California employees employed
10 by Defendant during the period from September 8, 2017 to May 23, 2022.

11 4. I worked for Defendant as a non-exempt employee in Contra Costa County from 2019 to
12 March of 2021.

13 5. I filed the case because I believed my rights as an employee were violated by Defendant
14 and also the rights of other employees that worked for Defendant. Among other claims, I believe
15 Defendant failed to pay for all time worked, failed to pay overtime, failed to provide compliant meal
16 and rest periods, failed to furnish accurate itemized wage statements, and failed to pay all wages upon
17 separation.

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

23 7. During these conversations, I learned about my responsibilities as the plaintiff in the
24 lawsuit and as the proposed Class Representative. I understood that pursuing this action as a class
25 action rather than merely seeking my individual claims substantially increased the risk to me. Those
26 risks included the possibility of being held liable for Defendant's attorneys' fees and costs in a complex
27 class action if I lost the case. I also understood that as the Class Representative, I would be under
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1 increased scrutiny by the attorneys and the Court because I needed to prove that I was an adequate class
2 representative. Further, I understood that I would lose some autonomy over my individual claims that
3 I could not make decisions for my sole benefit and that I needed to make every litigation decision with
4 the best interests of the Settlement Class in mind.

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

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

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

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

19 12. **Review and Approval of Settlement:** A mediation was held on May 23, 2022. Even
20 though I could not attend, I was available by telephone to speak with my attorneys and did speak with
21 them regarding the mediation before it took place, as well as during the mediation itself. I also spoke
22 with my attorneys after the mediation and discussed the proposed settlement. I was very satisfied with
23 the terms of the settlement that was agreed to by the parties. When the settlement papers were ready, I
24 again spoke with my attorneys and reviewed the settlement agreement which I signed on November
25 21, 2022.

26 13. **Participation:** Since I retained Class Counsel nearly two and a half years ago, I have
27 been actively involved with this class action lawsuit performing the duties described above. While I
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1 did not keep formal time records, I was in regular contact with my attorneys, reviewed important court
2 filings, and spent considerable time on the issues presented during the litigation and in the settlement
3 process. I estimate that I spent approximately 20 to 30 hours working on this case.

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

9 15. Ultimately, I believe I did the right thing in pursuing this case on behalf of the class who
10 now stand to receive substantial monetary payments as a result of this case and settlement. I also
11 believe that the requested Class Representative Service Award in the amount of \$10,000.00 from the
12 settlement is fair compensation for the (1) the broad general release I executed, (2) the work I
13 performed, (3) the sacrifices made not pursuing this case individually, and (4) the risks I undertook.

14 16. In light of all the time and effort I have spent on this case, the sacrifice I have made, the
15 risks I undertook by suing a former employer, the exposure to being responsible for paying Defendant's
16 costs in the event we did not win the case, and in light of the size of the settlement, I believe the request
17 for \$10,000.00 as a service award is fair and reasonable.

18 17. Further, I support my attorneys' application for a Class Counsel Award in the amount of
19 up to \$124,166.66, plus costs and expenses of up to \$20,000.00 for reimbursement of actually incurred
20 litigation expenses.

21
22 I declare under the penalty of perjury under the laws of the State of California that the foregoing
23 is true and correct. Executed Sep 8, 2023, at Concord, California

24 *Dino de Sanctis*
25 By: Dino de Sanctis (Sep 8, 2023 10:27 PDT)
26 DINO DESANCTIS
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