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Attorneys for Plaintiff, EDUARDO RIVERA
 on behalf of himself and all others similarly situated

**SUPERIOR COURT OF THE STATE OF
 CALIFORNIA FOR THE COUNTY OF ORANGE**

EDUARDO RIVERA on behalf of himself
 and all others similarly situated,

 Plaintiff,

vs.

ALLCOM ELECTRIC, INC., a California
 corporation, and DOES 1 through 50,
 inclusive,

 Defendant.

Case No. 30-2020-01123366-CU-OE-CXC
 ASSIGNED FOR ALL PURPOSES TO:
 JUDGE: Hon. Peter Wilson
 DEPT.: CX102

**DECLARATION OF EDUARDO RIVERA IN
 SUPPORT OF THE MOTION FOR FINAL
 APPROVAL OF CLASS ACTION AND PAGA
 SETTLEMENT**

Date: 11-03-2022
 Time: 2:00 p.m.
 Dept.: CX102

DECLARATION OF EDUARDO RIVERA

I, Eduardo Rivera, declare as follows:

1. I am the Plaintiff and proposed Class Representative in the matter styled,
Eduardo Rivera v. Allcom Electrics, Inc., Case No. 30-2020-01123366-CU-OE-CXC. I know the
 facts declared herein to be true of my own personal knowledge and if called as a witness, I could
 and would competently testify thereto.

2. I was employed by Allcom Electric, Inc., (Allcom) from on or about September
 2018, through on or about March 2019. During my employment with Allcom, I occupied a non-
 exempt, hourly position.

1 **3.** Prior to retaining the law firm of James Hawkins APLC to redress the grievances
2 that I had against Allcom, James Hawkins APLC informed me of the advantages and
3 disadvantages of litigation, and of my responsibilities as both a Plaintiff and a Class
4 Representative.

5 **4.** By deciding to litigate my claims as part of this class action, I agreed to pursue not
6 only my own potential wage and hour claims, but the claims of all similarly situated employees,
7 and if necessary, to put the interests of the class ahead of my own. I pledged to participate
8 actively in the lawsuit.

9 **5.** As a Class Representative, I am aware that I represent the interest of the class
10 members in this litigation and of my fiduciary duty to the putative class members. I am not aware
11 of any interests adverse to the interests of the proposed class members, and I am, and have been,
12 committed to vigorously prosecuting the case on behalf of the class. I have adhered to my
13 commitment and duty to the class including foregoing the opportunity to settle my individual
14 claims against Allcom early on in this litigation.

15 **6.** As a Class Representative, I continuously interacted with my attorneys to discuss
16 the status of the case. I provided relevant oral and documentary information necessary to
17 prosecute this case. By way of example, I searched for and provided relevant documents
18 pertaining to my employment with Defendant and engaged in multiple discussions with my
19 attorneys regarding my employment. Those discussions included, but were not limited to, the
20 following topics: the policies, practices and specific working conditions at Allcom. I have also
21 had numerous discussions with my attorneys regarding the progress of this case and assisted in
22 preparation for and was available during the mediation. Since before the actual filing of the
23 lawsuit to date, I have spent approximately thirty (30) to forty (40) hours on this case.

24 **7.** By agreeing to bring this action, I formally accepted the responsibilities of
25 representing the interests of class members in California and willingly chose to assume risks and
26 potential costs that I alone might have to bear if judgement would have been rendered in favor of
27 Allcom.
28

1 **8.** As part of the Class Action Settlement, I also signed a general release releasing all
2 claims I have or may have against Allcom, which is far broader than the release by the class
3 members.

4 **9.** I also risked the potential stigma of being the named plaintiff in a representative
5 action labor dispute which could affect my further employability in the industry or with any
6 prospective employer who learns of my lawsuit against a former employer.

7 **10.** The incentive payment for being a class representative, subject to court approval,
8 is Six Thousand Dollars (\$6,000). I believe that this amount is fair and reasonable in light of the
9 efforts and time I have put into this matter, and the risks of litigating this class action as a class
10 representative which has resulted in a very favorable outcome to the class members. This
11 incentive payment is also in consideration for executing a general release of all my claims against
12 Allcom.

13 I declare under penalty of perjury under the laws of the State of California that the
14 foregoing is true and correct. Executed October 12, 2022 at Anaheim, California.

DocuSigned by:



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Eduardo Rivera