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

RICHARD SOUTSOS, as an individual and
 on behalf of all others similarly situated,

Plaintiffs,

vs.

CALIFORNIA RESOURCES
 CORPORATION, a Delaware corporation;
 and DOES 1 through 50, inclusive,

Defendants.

Case No.: 20STCV15170

[Assigned for all purposes to the Honorable
 William F. Highberger, Department 10]

**DECLARATION OF RICHARD SOUTSOS IN
 SUPPORT OF PLAINTIFF'S MOTION FOR
 PRELIMINARY APPROVAL OF CLASS
 ACTION SETTLEMENT**

Date: September 21, 2021

Time: 10:00 a.m.

Dept.: 10

Complaint Filed: April 20, 2020

Trial Date: None Set

DECLARATION OF RICHARD SOUTSOS

I, Richard Soutsos, declare as follows:

1. I am an individual over the age of 18 years old and am a resident of California. I am the named Plaintiff in this matter. I have personal knowledge of the facts set forth below and if called to testify I could and would do so competently.

2. I was hired by Defendant California Resources Company (the "Company" or "Defendant") in about June 2005, as a non-exempt employee. I work as a Transportation Logistics Coordinator.

3. Throughout my employment, I regularly receive overtime and shift differential wages from the Company. When overtime wages are shown on my wage statements, however, the rate of pay is identified at 0.5 times the base rate of pay, rather than 1.5 times the regular rate of pay. Also, whenever overtime and/or shift differential wages are paid, the wage statements show incorrect total hours worked.

4. Throughout the pendency of this lawsuit, I have assisted my attorneys. This included meeting and conferring with my attorneys on numerous occasions, providing my attorneys with documents and information, reviewing the pleadings and documents in this case, and reviewing the terms of the Settlement Agreement.

5. I understand that the class claims alleged in this action were brought on behalf of other similarly situated employees, and thus I am acting as a representative for the Class. As the class representative, I understand that it is my responsibility to act in the Class's best interest and not my own. I agree that I will not put my own interests ahead of that of the Class. Moreover, I am not aware of any conflicts that exist between my interest and the interests of the Class that would impair or affect my ability to serve as representative for the Class.

6. I have and continue to be willing to assist in the investigation of this matter, as well as make myself available for trial or any further proceeding in this matter as required to represent the interests of the Class. I also understand my duties and responsibilities to the Class and will carry out those duties as necessary.

7. Throughout this case, I have continuously been kept apprised of the status of this

case.

8. Based on my understanding of the case, I am of the opinion that settlement for the consideration and on the terms set forth in the Settlement Agreement are fair, reasonable, and adequate and is in the best interests of the Class.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Executed on this ²⁵ day of August 2021, at Junction City, California.

DocuSigned by:

Richard Soutsos

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Richard Soutsos