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30-2020-01150629-CU-OE-CXC - ROA # 61 - DAVID H. YAMASAKI, Clerk of the Court By Georgina Ramirez, Deputy Clerk.
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Attorneys for Plaintiff Michael Thompson, on behalf of himself and all "aggrieved employees" pursuant to Labor Code § 2698 *et seq.*

**SUPERIOR COURT OF THE STATE OF CALIFORNIA**

**FOR THE COUNTY OF ORANGE**

MICHAEL THOMPSON, on behalf of himself and all "aggrieved employees" pursuant to Labor Code § 2698 *et seq.*,

Plaintiffs,

v.

MESA MANAGEMENT, INC., a California corporation, and DOES 1 through 10, inclusive,

Defendants.

CASE NO: 30-2020-01150629-CU-OE-CXC

*Assigned to Judge James Di Cesare, Dept. C16*

**DECLARATION OF MICHAEL THOMPSON IN SUPPORT OF UNOPPOSED MOTION FOR AN ORDER AND JUDGMENT APPROVING SETTLEMENT OF CLAIMS BROUGHT PURSUANT TO THE PRIVATE ATTORNEYS GENERAL ACT OF 2004, AWARDING ATTORNEYS' FEES, COSTS, SERVICE AWARD PAYMENT, AND REIMBURSEMENT OF SETTLEMENT ADMINISTRATION EXPENSES**

**Date: March 4, 2022**
**Time: 9:30 a.m.**
**Dept.: C16**

**Reservation Number: 73655002**

*Complaint Filed: July 7, 2020*

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I, Michael Thompson, hereby declare and state as follows:

1. I am a named Plaintiff in this lawsuit against Mesa Management, Inc. ("Defendant"), and I submit this declaration in support of Plaintiff's Unopposed Motion for An Order and Judgment Approving Settlement of Claims Brought Pursuant to the Private Attorneys General Act of 2004, Awarding Attorneys' Fees, Costs, Service Award Payment, and Reimbursement of Settlement Administration Expenses. I am a competent adult and was employed by Defendant as a non-exempt maintenance supervisor in Costa Mesa, California between September 2017 through November 2019. I have personal knowledge of the facts set forth herein, and if called as a witness to testify to them, I could and would do so competently.

2. I contacted my current attorneys when I questioned the employment practices of Defendant prior to commencing this lawsuit. I accepted the opportunity to act as a representative on behalf of other employees of Defendant in this action whom I believed were being subjected to labor law violations. Although presented with the opportunity, I did not pursue any case on an individual basis and instead did so as a representative action so that I could help other employees recover for what I believed were Defendant's improper practices.

3. Specifically, I questioned Defendant's policies of failing to provide all minimum wages and overtime wages due, failing to provide compliant rest periods, failing to timely pay wages, and failing to issue accurate and lawful wage statements to its employees. Through many discussions with my lawyers, and through my own research on the Internet, I learned these may be illegal practices and Defendant's non-exempt employees might have recourse for them.

4. By bringing this lawsuit, and throughout its course, I have put the interests of other employees ahead of my own. I understood that I could possibly earn an incentive award if this case resolved itself favorably, but I also knew that I could also be responsible for paying Defendant's attorneys' fees and costs if it did not.

5. My goal in bringing this lawsuit was to obtain a recovery on behalf of all employees of Defendant, and even more importantly, to put an end to what I believed were illegal practices

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on the part of Defendant after having worked for Defendant for close to two years. I believe I have achieved both through this lawsuit and settlement.

6. I am very happy about the results of this litigation. I am satisfied that Defendant is compensating other aggrieved employees and the State for penalties that I believe we are due.

7. Since the onset of this case and throughout the litigation, I have spent a lot of time assisting my attorneys with this case, including numerous phone calls and emails to discuss what I understood to be Defendant's policies and practices and how they were applied to other employees. I kept actively involved with the status of this case throughout the litigation process, tracking the status of the case and participating as much as possible.

8. While I have not maintained detailed time records of my activities in connection with this litigation, I believe that have spent a total of approximately 15-20 hours assisting my attorneys with the preparation of this case and doing work and investigation of the facts independent from my attorneys both before and during this case.

9. Before this litigation commenced, and throughout its course, I spent approximately 2-3 hours gathering, organizing, and reviewing documents and information for this lawsuit. I sifted through many of my own documents and reviewed information produced by Defendant as part of this litigation.

10. I communicated with my attorneys several times per month to track my case's status, and overall, I have maintained an active involvement in this matter throughout its course.

11. Taking the initiative with this case was very risky for me, both professionally and financially. I put principal first and took a tremendous risk by filing this lawsuit. I am quite confident that pursuing this lawsuit will result in future reputational harm to me. There is a stigma associated with suing one's former employer. I suspect I may be adversely affected when it comes to obtaining future employment – employers who discover that I sued Defendant in a representative action will likely avoid hiring me.

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

Executed on this13th day of December 2021 at Ontario, California.

DocuSigned by:

MICHAEL THOMPSON