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Attorneys for Joann Torres, on behalf of herself
and all "aggrieved employees" pursuant to Labor Code §
2698 *et seq.*

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

JOANN TORRES, on behalf of herself and
all "aggrieved employees" pursuant to
Labor Code § 2698 *et seq.*,

Plaintiffs,

v.

FRICK PAPER COMPANY LLC, a
California limited liability company, and
DOES 1 through 10, inclusive,

Defendants.

CASE NO: 30-2020-01161120-CU-OE-CXC

*Assigned to the Honorable Randall J. Sherman,
Dept. CX105*

**DECLARATION OF JOANN TORRES IN
SUPPORT OF MOTION FOR AN ORDER
APPROVING SETTLEMENT OF CLAIMS
BROUGHT PURSUANT TO THE PRIVATE
ATTORNEYS GENERAL ACT OF 2004,
AWARDING ATTORNEYS' FEES, COSTS,
GENERAL RELEASE PAYMENT, AND
REIMBURSEMENT OF SETTLEMENT
ADMINISTRATION EXPENSES, AND
DISMISSING ACTION WITH PREJUDICE**

Date: June 11, 2021

Time: 10:00 a.m.

Dept.: CX-105

RESERVATION NO.: 73529716

Complaint Filed: September 19, 2018

1 I, Joann Torres, hereby declare and state as follows:

2 1. I am a named Plaintiff in this lawsuit against Frick Paper Company, LLC
3 ("Defendant"), and I submit this declaration in support of Plaintiff's Unopposed Motion for an
4 Order Approving Settlement of Claims Brought Pursuant to the Private Attorneys General Act of
5 2004, Awarding Attorneys' Fees, Costs, General Release Payment, and Reimbursement of
6 Settlement Administration Expenses, and Dismissing Action With Prejudice. I am a competent
7 adult and was employed by Defendant as a non-exempt employee in California during the relevant
8 time period. I have personal knowledge of the facts set forth herein, and if called as a witness to
9 testify to them, I could and would do so competently.

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

16 3. Specifically, I questioned Defendant's policies of failing to provide compliant meal
17 and rest periods, failing to pay employees all minimum and overtime pay due to its time-rounding
18 practice, failing to pay employees all accrued but unused vacation wages upon separation of
19 employment, failing to issue properly itemized wage statements, and failing to timely pay wages
20 upon termination of employment. Through many discussions with my lawyers, and through my
21 own research on the Internet, I learned these may be illegal practices and Defendant's non-exempt
22 employees might have recourse for them.

23 4. By bringing this lawsuit, and throughout its course, I have put the interests of other
24 employees ahead of my own. My goal in bringing this lawsuit was to obtain a recovery on behalf
25 of all employees who were subjected to the same practices by Defendant, and even more
26 importantly, to put an end to what I believed were illegal practices on the part of Defendant. I
27 believe I have achieved both through this lawsuit and settlement.

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

6. At the onset of this case, I spent time through numerous phone calls with several of my attorneys explaining 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.

7. 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.

8. Before this litigation commenced, and throughout its course, I spent approximately 10-12 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.

9. I communicated with my attorneys several times per month to track my case's status. I have taken an active involvement in this matter throughout its course.

10. 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.

11. My interests in bringing this lawsuit – for Defendant to change its labor practices going forward and to compensate current and former employees for the claims in this case – are the same as those of all other employees similarly situated to me.

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

3 Executed on this 17th day of May, 2021 at Long Beach, California.

4 DocuSigned by:

5 **JOANN TORRES**

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7 JOANN TORRES
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PROOF OF SERVICE AND CERTIFICATION

I am employed in the County of Los Angeles, State of California. I am over the age of 18 and not a party to the within action; my business address is 27200 Agoura Road, Suite 101, Calabasas, CA 91301

____ (For messenger) my business address is:

On May 18, 2021, I served the foregoing document described **DECLARATION OF JOANN TORRES IN SUPPORT OF MOTION FOR AN ORDER APPROVING SETTLEMENT OF CLAIMS BROUGHT PURSUANT TO THE PRIVATE ATTORNEYS GENERAL ACT OF 2004, AWARDED ATTORNEYS' FEES, COSTS, GENERAL RELEASE PAYMENT, AND REIMBURSEMENT OF SETTLEMENT ADMINISTRATION EXPENSES, AND DISMISSING ACTION WITH PREJUDICE** on the interested parties in this action by placing a true copy thereof enclosed in sealed envelopes addressed as follows:

James N. Knight, Esq. Law Offices of James N. Knight 100 Pacifica, Suite 370 Irvine, CA 92618 james@jnk-law.com	Joseph Tojarieh, Esq. TOJARIEH LAW FIRM, PC 10250 Constellation Blvd., Suite 100 Los Angeles, CA 90067 jft@tojariehlaw.com via e-mail only
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____ (BY ☐ U.S. MAIL/ BY ☐ CERTIFIED MAIL, RETURN RECEIPT REQUESTED) The sealed envelope was mailed with postage thereon fully prepaid. I am "readily familiar" with the firm's practice of collection and processing correspondence for mailing. It is deposited with United States postal service on that same day in the ordinary course of business. I am aware that on motion of party served, service is presumed invalid if postal cancellation date or postage meter date is more than one day after date of deposit for mailing in affidavit.

____ (BY FEDERAL EXPRESS OR OTHER OVERNIGHT SERVICE) I deposited the sealed envelope in a box or other facility regularly maintained by the express service carrier or delivered the sealed envelope to an authorized carrier or driver authorized by the express carrier to receive documents.

____ (BY FACSIMILE TRANSMISSION) On _____, at _____, at Calabasas, California, I served the above-referenced document on the above-stated addressee by facsimile transmission pursuant to Rule 2008 of the California Rules of Court. The telephone number of the sending facsimile machine was (818)703-8984 and the telephone number(s) of the receiving facsimile machine was (916) 920-4402. A transmission report was properly issued by the sending facsimile machine, and the transmission was reported as complete and without error. Copies of the facsimile transmission cover sheet and the transmission report are attached to this proof of service.

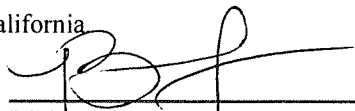
____ (BY PERSONAL DELIVERY) By causing a true copy of the within document(s) to be personally hand-delivered to the office(s) of the addressee(s) set forth above, on the date set forth above.

☒ (BY ELECTRONIC SERVICE) The above-stated document was submitted for service by electronic transmission via email on the counsel of record listed above.

I certify that the above document was printed on recycled paper.

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

Executed on May 18, 2021, at Calabasas, California


BEATRIZ FRANCO