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INTERNATIONAL E-Z UP INC.

SUPERIOR COURT OF THE STATE OF CALIFORNIA

COUNTY OF RIVERSIDE, RIVERSIDE COURT

JOSE SALDANA, individually, and on behalf
of other members of the general public
similarly situated,

Plaintiff,

vs.

INTERNATIONAL E-Z UP INC., a California
corporation; and DOES 1 through 100,
inclusive,

Defendant.

) Case No. RIC1902873

) Judge: Craig G. Riemer

) Dept: 01

) **DECLARATION OF BRENT M. GIDDENS**
) **IN SUPPORT OF PLAINTIFF'S MOTION**
) **FOR PRELIMINARY APPROVAL OF**
) **CLASS ACTION SETTLEMENT**

) Action Filed: May 10, 2019

DECLARATION OF BRENT M. GIDDENS

I, Brent M. Giddens, declare as follows:

1. I am an attorney at law duly licensed to practice before all of the courts in the State of California. I am a partner with the law firm of CDF Labor Law LLP and counsel of record for Defendant International E-Z Up Inc. ("E-Z Up" or "Defendant") in the above-captioned action ("Action"). I make this Declaration in support of Plaintiff Jose Saldana's ("Plaintiff") Motion for Preliminary Approval of Class Action Settlement and in accordance with the Case Management Order in this Action. I have personal knowledge of the facts set forth in this Declaration and, if called as a witness, could and would testify competently to such facts under oath.

2. Myself and my firm, CDF Labor Law LLP (formerly known as Carothers DiSante & Freudenberger LLP), have been employment counsel for E-Z Up since the early 1990's and therefore, I have personal knowledge and experience with employment actions filed against my client, E-Z Up. Based on my personal knowledge, I am not aware of any class, representative or other collective action in any other court in this or any other jurisdiction that asserts claims similar to those asserted in this Action on behalf of a class or group of individuals some or all of whom would also be members of the class defined in this Action. I have reviewed the records of my firm, CDF Labor Law LLP, to confirm that there are no pending class, representative or other collective action matters filed against my client, E-Z Up, in any other court in this or any other jurisdiction that asserts claims similar to those asserted in this Action on behalf of a class or group of individuals some or all of whom would also be members of the class defined in this Action. Furthermore, I routinely monitor the CNS reports for all employment related matters filed in any California state court on a daily basis, and I am not aware of any current or pending matters against my client, E-Z Up that would potentially assert claims similar to those asserted in this Action on behalf of a class or group of individuals some or all of whom would also be members of the class defined in this Action.

3. Based on my review of the parties' settlement agreement in this Action and my involvement in the drafting process of such agreement, I am aware that Voices for Children's Court Appointed Special Advocate (CASA) program serving Riverside County ("Riverside CASA") has

1 been selected and agreed upon as the proposed *cy pres* recipient in this Action. Neither myself nor
2 my firm, CDF Labor Law LLP, has any relationship with the proposed recipient, Riverside CASA,
3 to my knowledge. I do currently serve on the Board of Court Appointed Special Advocates for
4 Children (CASA) of Los Angeles and have served on the Board for CASA of Los Angeles from
5 2013 to 2015, and I rejoined the Board for CASA of Los Angeles in 2020. My firm, CDF Labor
6 Law LLP, has done pro bono work for CASA of Los Angeles for over 10 years. To my
7 knowledge, CASA of Los Angeles and Riverside CASA are distinct entities serving the needs and
8 advocating for children in the juvenile dependency (foster care) system in separate counties.
9 Furthermore, my involvement on the Board of CASA of Los Angeles does not involve any
10 determination or decision-making authority or input on the operations of Riverside CASA,
11 including any interaction or input involving the use of any funds that may be received in this
12 Action by Riverside CASA as the proposed *cy pres* recipient.

13 4. Further, I am not aware of any relationship between the proposed *cy pres* recipient,
14 Riverside CASA, and any class representative or other party in this Action, any officer, director, or
15 manager of any party in this Action, or any attorney or law firm for any party in this Action.

16 I declare under penalty of perjury under the laws of the State of California that the
17 foregoing is true and correct. Executed on this 26th day of April, 2021, at Irvine, California.

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Brent M. Giddens