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Attorneys for Plaintiff and the Class

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SANTA CLARA

FERNANDO FLORES, as an individual
and on behalf of all others similarly
situated,

Plaintiffs,

vs.

SAN JOSE, LLC; and DOES 1 through
50, inclusive,

Defendants.

Case No.: 20CV371772

(Assigned to the Honorable Theodore C. Zayner,
Department 19)

**DECLARATION OF FERNANDO FLORES IN
SUPPORT OF PLAINTIFF'S MOTION FOR
FINAL APPROVAL OF CLASS ACTION
SETTLEMENT**

Date: November 5, 2025

Time: 1:30 P.M.

Dept.: 19

Action Filed: October 19, 2020

Trial Date: None Set

I, Fernando Flores, declare as follows:

1. I am an individual over the age of 18 years old and am a resident of California. I am one of the named plaintiffs 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 employed by Defendant during the approximate period of February 22, 2010, to on or about August 6, 2020. Throughout my employment with Defendant San Jose, LLC ("Defendant" or the "Hospital") I was a non-exempt employee.

3. During pay periods where I earned overtime wages, the corresponding wage statement listed duplicate hours-specifically the overtime hours worked. As a result, when the applicable hours are added up in each wage statement it does not correlate to the actual, correct number of total hours that I worked in that pay period.

4. Before signing Class and PAGA Representative Action Settlement Agreement ("Settlement Agreement" or "Agreement"), I read the Settlement Agreement, and I discussed the terms with my attorneys. I believe that this settlement is fair, adequate, and reasonable. I am glad that I had the opportunity to represent the class in this lawsuit and that I was able to recover money through a settlement for the class.

5. I understand that the claims alleged in this action were brought on behalf of other similarly situated employees. However, I did not make the decision to file a class action lightly. I was concerned by the attention that a class action lawsuit would attract in the workplace and the reputational harm that may result, including the perception that I am difficult to work with. I was also mindful that filing a class action lawsuit could jeopardize my employment status. Although the lawsuit is justified, my current or prospective employer might find out that I sued the Hospital, and there is a risk of facing retaliation and strained relationships with colleagues and supervisors. Nevertheless, I felt that important rights were at stake that hurt everyone, and something ought to be done about it.

6. Additionally, I am aware and have been aware from the inception of the case, that there is the risk that if I do not win my case, then I could be liable for the Hospital's litigation costs. I accepted that risk in this case. I also understood that an individual case would have resolved much

1 faster than a class action and involved much less financial risk than a class action.

2 7. As the class representative, I understand that it is my responsibility to act in the
3 class's best interest and not my own. I am not aware of any conflicts that exist between my interest
4 and the interests of the class that would impair or affect my ability to serve as representative for the
5 class.

6 8. Since the onset of this action, I made it a priority to be actively involved because I
7 wanted to do everything I could to represent the class and assist my attorneys in prosecuting this
8 case. I estimate that I invested more than 40 hours in this case, including time spent: (1)
9 participating in numerous telephonic meetings with my attorneys and their staff to discuss the case
10 and review documents prepared on my behalf; (2) reviewing and verifying written discovery
11 responses; (3) preparing for and attending my deposition; (4) reading the transcript from my
12 deposition; (5) meeting with my attorney to review and revise my declaration in support of class
13 certification; (6) reviewing and executing the Settlement Agreement; and (7) reviewing and signing
14 my declarations in support of the approval motions.

15 9. I respectfully request that the Court approve a Class Representative Service Payment
16 in the amount of \$7,500. I believe this amount is fair compensation for my time and effort on this
17 case, for helping to prosecute this case, and the risks with respect to my future employment.

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

20 Executed on October ¹¹____, 2025, at San Jose_____, California.

21
22 DocuSigned by:

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26
27
28 Fernando Flores