

DECLARATION OF JAMIE ANN IDO

I, Jamie Ann Ido, declare:

1. I am employed as the Office Service Administrator by Defendant J.J. Kane Associates, Inc. ("J.J. Kane") at J.J. Kane's office in Jurupa Valley, California, I have held this position since November 1, 2018 when J.J. Kane acquired the assets of Ken Porter Auctions. Prior to November 1, 2018, I had been the Office Manager for Ken Porter Auctions, and had been employed by Ken Porter Auctions for about 14 years. I have personal knowledge of the facts set forth herein and if called upon to testify about the following matters, I would and could competently do so.

2. As part of my job duties and responsibilities with J.J. Kane, I review the applications and/or resumes of individuals seeking employment with J.J. Kane and, as a result, I am familiar with the composition and education level of the individuals employed by J.J. Kane in California since November 1, 2018, as well as the approximate age range of such employees.

3. Since November 1, 2018, there have been approximately 43 hourly-paid employees on J.J. Kane's payroll employed by J.J. Kane in California. All of these hourly-paid employees can read and understand English and are required to do so as part of their job duties. To the best of my knowledge most, if not all, of J.J. Kane's hourly-paid employees attended school in the United States and have a high school degree or its equivalent.

4. To the best of my knowledge the ages of the above referenced hourly-paid employees range between 20 and 40 years of age with the exception of several employees who are 50 and 60 years of age.

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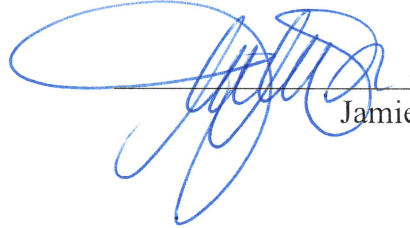
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1 I declare under penalty of perjury under the laws of the State of California that the
2 foregoing is true and correct.

3 Executed December 23, 2021, at Jurupa Valley, California.

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Jamie Ann Ido