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and the Certified Class

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

AMARA O'NEILL, on behalf herself and all
those similarly situated,

Plaintiff,

vs.

ROBINSON PHARMA INC., a California
Corporation; TOMMY NGUYEN, an
individual; and DOES 1-20, inclusive,

Defendants.

Case No. 30-2020-01176039-CU-OE-CJC

**PLAINTIFF AMARA O'NEILL'S
DECLARATION IN SUPPORT OF HER
MOTION FOR PRELIMINARY
APPROVAL OF CLASS AND PAGA
SETTLEMENT**

Date: April 11, 2024

Time: 2:00 p.m.

Judge: Melissa R. McCormick

Dept.: CX104

Reservation No. 74183465

Action Filed: December 23, 2020

Trial Date: None set

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DECLARATION OF AMARA O'NEILL

I Amara O'Neill, declare and state as follows:

1. I am the named plaintiff in this action and was employed as a non-exempt hourly employee by defendant Robinson Pharma Inc. ("Defendant" or "RPI"). I have personal knowledge of the facts stated herein and would and could testify competently thereto if sworn as a witness.

2. Defendant is a family owned and run vitamin and supplement manufacturer based in Orange County California.

3. I was hired by Defendant on or about December 3, 2018 as a non-exempt hourly project coordinator. My job duties required me to visit and work in nearly all parts of Defendant's facilities. My employment with Defendant lasted about two years.

4. During my employment with Defendant I often visited and worked on various issues on the factory floors and witnessed the work being performed there by other class members. The majority of the people that worked for the Defendant do not speak English as their primary language, and speak Vietnamese. I speak both English and Vietnamese.

5. I understand that I am the Class Representative for this lawsuit which was certified by the Court on November 17, 2022. I understand that as a Class Representative I represent the Class that the Court certified, which is defined as: "All non-exempt employees employed by Robinson Pharma Inc. in California from January 29, 2017 to the date of certification."

6. I understand my duties and responsibilities to the Class, which are described in detain below:

- a. represent the interests of all members of his or her class in the litigation to recover money damages, penalties or obtain injunctive relief for the class;
- b. has claims that are typical of those of the class, and thus involve common issues of law and/or fact;
- c. always consider the interests of the class just as he or she would consider his or her own interests, and in some cases must put the interests of the class before their own interests. This means that the Class Representative is a fiduciary or guardian to the

1 class;

2 d. always actively participate in the lawsuit, as necessary, by, among other things,
3 answering interrogatories, producing documents and giving deposition testimony;

4 e. recognizes and accepts that any resolution of the lawsuit, by dismissal or settlement,
5 is subject to court approval, and must be designed in the best interest of the class as
6 a whole;

7 f. volunteer to represent or champion many other people with similar claims and
8 injuries.

9 7. I have served the class for almost three years now by stepping forward to represent
10 the class in this matter. I have taken time to speak to the attorneys on the case and educate myself
11 on the case, the claims, the progress of the case, and the details of the settlement agreement that
12 was reached following the mediation on August 9, 2023 that I personally attended with Mr.
13 Favarote. I have spoken at length with Mr. Favarote and his staff during the last three years to
14 discuss the details of the case including the settlement agreement before signing it. I also regularly
15 communicate with my attorney about the status of the case and what the next steps are in the case.
16 I have signed declarations and reviewed papers in support of this case, as well as searched for
17 documents and taken time to schedule and prepare myself for my noticed deposition. I also
18 attended the full day mediation of this matter which involved traveling from my current home in
19 northern California to southern California. I am also willing to do more and take this case to trial if
20 necessary. I understand that if the settlement does not go through for any reason I must be
21 involved in the case through trial.

22 8. As stated, I have reviewed the settlement agreement that I signed and believe it is a
23 very good deal for the class and it is in all of our best interest to move forward with that deal. I
24 understand that my lawsuit has resulted in positive changes for the employees at RPI including
25 improvements in accounting for all time worked, RPI beginning to pay meal period and rest break
26 premiums, and the elimination of their automatic deduction policy.

27 9. I will continue to adequately represent the interests of all members of the class. The
28 certified class is made up of approximately 1,592 current and former non-exempt hourly RPI

1 employees. I do not have any antagonistic interests to others in the class, and intend to vigorously,
2 adequately and fairly represent our interests until the settlement is finally approved, and if the
3 settlement is not approved, until the trial of the case.

4 10. I have considered the interests of the other class members just as I have my own
5 interests and understand that I have to put the interests of the other class members before my own.
6 I have volunteered to represent the other class members because of the importance of the case and
7 so that other class members can benefit from the enforcement of the law and the savings of time,
8 money and effort that should result in the settlement of this case on a classwide basis.

9 11. I also obtained information needed for the lawsuit from my own investigation, and I
10 have even tabled the adjudication my individual claims for sexual harassment until after a deal was
11 won for the class. I enthusiastically did all that was required not for my own sake, but for the
12 benefit of all members of the class and to be the "champion" of the class.

13 12. I also am assuming the risk of being black-listed with future employers for being the
14 named plaintiff in a class action against my former employer. Today employers can easily go
15 online and find out about any litigation that a job candidate has been involved in and refuse to hire
16 or even interview me based on my leadership role in this case. This is exceptionally true in the
17 Vietnamese community, which is small, close-knit, and well connected. By bringing this case I
18 literally put a target on my back as I knowingly risk this cost to my reputation and the potential
19 payment of RPI's costs in order to pursue this lawsuit which will benefit approximately 1,592 other
20 individuals. As I know many of the class members are Vietnamese with limited or no English
21 speaking ability, I am glad that I have been able to advocate for their interest. I truly believe that
22 the settlement is fair and in the best interest of the class.

23 13. I believe that a Class Enhancement of \$10,000.00 for me is fair and reasonable
24 under the circumstances. This enhancement takes into consideration the time, effort, risk, stress,
25 and stigma. This amount is also proper because of the substantial benefit provided to the
26 approximate 1,592 class members as a direct result of my involvement in this litigation. If
27 preliminary approval is granted I will provide a declaration with more detail regarding the work I
28 did in support of the class.

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

DocuSigned by:
Amara O'Neill
3EAE355A767440B
Amara O'Neill

PROOF OF SERVICE

I, Thomas Steinhart, declare:

I am and was at the time of the service mentioned in this declaration, employed in the County of Los Angeles, California. I am over the age of 18 years and not a party to the within action. My business address is Gleason & Favarote, LLP, 4014 Long Beach Blvd., Suite 300, Long Beach, CA 90807.

On January 5, 2024, I served a copy(ies) of the following document(s):

**PLAINTIFF AMARA O'NEILL'S DECLARATION IN SUPPORT OF HER MOTION FOR
PRELIMINARY APPROVAL OF CLASS AND PAGA SETTLEMENT**

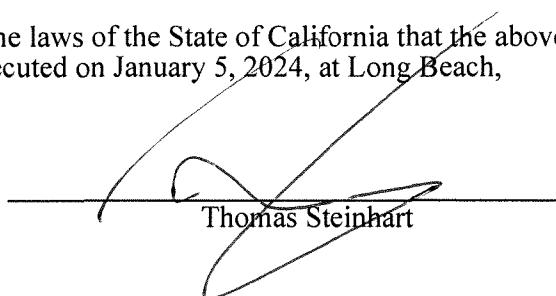
on the parties to this action by placing them in a sealed envelope(s) addressed as follows:

Attorney	Party(ies) Served	Method of Service
LAW OFFICE OF JARROD Y. NAKANO Jarrod Y. Nakano 4 Park Plaza, Suite 125 Irvine, California 92614 Tel: (949) 544-2640 jarrod@nakanolawfirm.com	Attorneys for Defendants ROBINSON PHARMA, INC. and TOMMY NGUYEN	One Legal, LLC
LAW OFFICES OF ETHAN H. NELSON Ethan H. Nelson 4 Park Plaza, Suite 1025 Irvine, CA 92614 Tel: (949) 229-0961 Fax: (949) 861-7122 EthanNelsonEsq@gmail.com	Attorneys for Defendants ROBINSON PHARMA, INC. and TOMMY NGUYEN	One Legal, LLC
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[BY DESIGNATED ELECTRONIC FILING SERVICE] I hereby certify that the above-referenced document(s) were served electronically on the parties listed herein at their most recent known email address or email of record by submitting an electronic version of the document(s) to One Legal, LLC, through the user interface at www.onelegal.com.

I declare under penalty of perjury under the laws of the State of California that the above is true and correct, and that this declaration was executed on January 5, 2024, at Long Beach, California.


Thomas Steinhart