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SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF PLACER

MARGARET MATTHEWS, OKEEM SMITH,
TOMAS VERDUZCO ALCALA, and DARRYL
KNOX, as individuals and on behalf of all others
similarly situated, and as private attorneys general,

Plaintiffs,

vs.

UNITED NATURAL FOODS WEST, INC., a
California corporation; and DOES 1 through 50,
inclusive,

Defendants.

Case No. S-CV-0046420

**DECLARATION OF DARRYL KNOX IN
SUPPORT OF PLAINTIFFS' MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION SETTLEMENT**

Date: December 1, 2022
Time: 8:25 a.m.
Department: 3

Complaint Filed: March 23, 2021

1 I, Darryl Knox, declare as follows:

2 1. I am an individual over the age of 18. I am a named plaintiff in the above-referenced
3 action. I have personal knowledge of the facts set forth below, except as to those matters stated on
4 information and belief and, as to those matters, I believe them to be true. If called as a witness, I could
5 testify competently as to the matters stated in this declaration.

6 2. I worked for United Natural Foods West, Inc. in California from September of 2018 to
7 July of 2021. I was paid on an hourly basis as a non-exempt employee and also earned non-discretionary
8 compensation such as wellness credits. I regularly was not provided either duty-free 10-minute rest
9 periods or duty-free 30-minute meal periods within the first five hours of work. Nor was I paid an
10 additional hour of regular rate wages for the missed meal and rest periods. I was also not paid minimum
11 wages on occasions when I was interrupted during my meal and/or rest breaks and had to attend to
12 various work-related issues. I also am informed and believe that I was underpaid overtime wages and
13 sick pay wages, which were not paid based on my regular rate of pay. I also incurred expenses for using
14 my personal cell phone for work-related issues but was not reimbursed for all expenses associated with
15 using my cell phone for work-related issues. I also am informed and believe that I was not provided with
16 accurate itemized wage statements.

17 3. I have taken all necessary steps to represent the interests of the Class, including by
18 providing information and documents to my counsel, discussing the claims and lawsuit with my counsel,
19 and answering any questions that have come up, including about how I was paid or what my wage
20 statements show. I understand that I am responsible to the Class with respect to trying the case,
21 appearing in court, and working with Class Counsel. I am willing to act as a fiduciary for the Class. I
22 remain willing to devote my time to this lawsuit for the benefit of the Class. I do not believe I have any
23 interests that are adverse to the interests of the Class. I also am unaware of any such issues having been
24 raised or presented by anyone else.

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4. I believe many employees would not sue their former employer because, for example, of the risk that future employers might hold it against them or downgrade them as a potential hire. I took on this risk and other risks by bringing this lawsuit, and I understand that other people will benefit because of the actions that I have taken. I feel that it is a positive accomplishment, am proud of the result, and believe that the class settlement is fair, adequate, and reasonable.

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

Executed on Oct 24, 2022, at Riverside ca.
(city, state)

Darryl Knox (Oct 24, 2022 13:20 PDT)

Darryl Knox