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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
 FOR THE COUNTY OF CONTRA COSTA**

JAMIE KENNEDY, as an individual and
 on behalf of all others similarly situated,

Plaintiff,

vs.

UNIVAR SOLUTIONS USA INC., a
 Washington corporation; and DOES 1
 through 50, inclusive,

Defendants.

Case No.: MSC21-00272

[Assigned for all purposes to the Hon. E. Weil,
 Department 39]

**DECLARATION OF JAMIE KENNEDY IN
 SUPPORT OF PLAINTIFF'S MOTION FOR
 FINAL APPROVAL OF CLASS ACTION
 SETTLEMENT**

Date: January 26, 2023

Time: 9:00 a.m.

Dept: 39

Complaint Filed: February 16, 2021

Trial Date: Not Set

DECLARATION OF JAMIE KENNEDY

I, Jamie Kennedy, declare as follows:

1. I am an individual over the age of 18 years old and am a resident of California. I am the named Plaintiff 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 worked for Defendant Univar Solutions USA Inc. ("Defendant") as a truck driver from about April 2020, until about January 2021. Throughout my employment with Defendant, I worked as an hourly, non-exempt, non-union employee.

3. During my employment with Defendant, I was paid sick pay and non-discretionary incentives, like job premium and shift differential pay, in the same workweek. However, Defendant only paid sick pay to me at the base rate of pay, without factoring in said non-discretionary wages into the calculation of the regular rate of pay.

4. During the pendency of this lawsuit, I was required to provide assistance to my attorneys, including discussing the lawsuit with my attorneys providing them with documents and information, and reviewing the pleadings and settlement agreement. Throughout this case, I have continuously been kept apprised of the status of this case.

5. I understand that this action was brought on behalf of other employees in the State of California, and that I am acting as a representative for the Class. As the Class Representative, I understand that it is my responsibility to act in the best interests of the Class and not my own. I agree that I will not put my own interests ahead of that of the Class. Moreover, I am not aware of any conflicts that exist between my interests and the interests of the Class that would impair or affect my ability to serve as representative for the Class.

6. I have and continue to be willing to assist in the investigation of this matter, as well as making myself available for trial or any further proceedings in this matter as required to represent the interests of the Class. I also understand my duties and responsibilities to the proposed Class and will carry out those duties as necessary. I estimate that I have spent approximately 15-20 hours conversing with my attorneys, reviewing documents, and assisting with the prosecution of this case.

4 8. I understand that I could have been liable for Defendant's legal costs had
5 Defendant prevailed. I also understand that this lawsuit was filed in the public court records,
6 which could be viewed by future employers.

7 9. I also executed a general waiver of any and all claims, known and unknown,
8 including a waiver of California Civil Code § 1542, which I understand was not required of other
9 Class Members.

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

12 Executed on this 31 day of December 2022, at Stockton, California.

DocuSigned by:

 32662086258492
 Jamie Kennedy