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Attorneys for Plaintiff Manuel Villegas,
individually, and on behalf of all other similarly
situated employees

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF SAN BERNARDINO

MANUEL VILLEGAS, as an individual and
on behalf of other similarly situated
employees,

Plaintiff,

vs.

FIBER CARE BATHS, INC., a California
corporation, and DOES 1-50, inclusive,

Defendant.

Case No.: CIVSB2114736

Assigned for all purposes to:
Hon. David Cohn
Dept. S26

**DECLARATION OF PLAINTIFF
MANUEL VILLEGAS IN SUPPORT OF
MOTION FOR FINAL APPROVAL OF
CLASS ACTION SETTLEMENT**

Date: May 31, 2023
Time: 10:00 a.m.
Place: Department S26

Action Filed: May 20, 2021
Trial Date: None

DECLARATION OF MANUEL VILLEGAS

I, Manuel Villegas, declare as follows:

1. I am over the age of eighteen and have personal knowledge of everything stated below and could competently testify to these facts if sworn.

2. I submit this Declaration in support of the motion for final approval of class action settlement and class representative enhancement fee.

3. I worked for Defendant Fiber Care Baths, Inc., Inc., (referred to herein as “Defendant”). As I worked for Defendant as an hourly worker during the class period. While working for Defendant, I worked very hard, especially when I worked above five and six hours and not able to take all of my entitled meal breaks and rest breaks, including not being paid for all hours worked or all wages upon my termination. After my employment ended with Defendants, I determined that I would attempt to effectuate a change in Defendants’ practices and policies through a representative action under the Private Attorney General Act and class action. I was interviewed at length by my attorney’s office going through all of the Labor Code issues that I believe existed at the employer. I also authorized my law firm to request my personnel records to further investigate the claims at issue so that my attorneys can fully understand all potential issues at this employer to determine all of the Labor Code violations that may have existed at the Defendant. I also understood that this commitment was a multi-year commitment and require hours upon hours of work, meetings, potential deposition, mediations and reviewing of documents. Despite this commitment, I was still willing to move forward with this litigation for the benefit of the class members. I think the result achieved here will have a great impact on the class members and the Defendant when considering complying with the California Labor Code. The result achieved here will hopefully allow Class members to understand their rights in the workplace and Defendant to follow the California Labor Code with regard to their employees.

4. After consulting with a law firm, I decided to file a Private Attorney General Action claim and class action against Defendant. I would consider myself a low wage hourly worker but despite this I still decided to take the risk of filing this class action and losing this

1 case that could have exposed myself to certain attorneys' fees and costs incurred by Defendant.
2 However, my passion to vindicate the rights of my coworkers outweighed the risk exposure to
3 myself as I believed that my co-workers deserved to be treated fairly in the eyes of the law.

4 5. Throughout this case, I was required to appear at my attorneys' office,
5 answering questions during several interviews by my attorney and his staff either in person or
6 via telephone related to the case, and locating and submitting documents to my attorney in
7 support of the claims.

8 6. I remained involved and provided information and details about Defendant's
9 practices and policies in support of the class claims so that the claims could be maximized for
10 the class members. Through the litigation I made myself available to complete the settlement
11 agreement and finalize the terms of the settlement agreement and execute the settlement
12 agreement.

13 7. In this litigation, I was committed throughout the entire process to ensure that the
14 class members were treated fairly and committed approximately 55 hours to this case.

15 8. I am not aware of any claim I am making in this case that only applies to me and
16 not my fellow Class Members. Nor do I believe I have any interest in the outcome of this case
17 that is in conflict with the interests of the rest of the Class Members. As part of fulfilling my
18 duties as a class representative for this lawsuit, I made and performed the following duties. (1)
19 I represented the interest of all class members; (2) I always considered the interest of the Class
20 just as I would consider my own interests and put the interests of the Class before my own
21 interests; (3) I served as one of the fiduciaries of the Class; (4) I actively participated in the
22 lawsuit by searching for documents, keeping in contact with my attorneys, and answering their
23 questions as needed; and (5) I followed the progress of the lawsuit and provided all relevant
24 information to my attorneys.

25 9. To achieve this settlement, I believe I have done everything my attorneys have asked
26 of me, and have given my best efforts to represent the Class Members. Throughout the course
27 of this litigation, I participated in every step of the litigation from the case initiation, the filing
28 of the amended complaints, the mediation, the settlement agreement review and execution as

1 well as the approval process.

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3 I declare under the penalty of perjury under the laws of the State of California that the
4 foregoing is true and correct. Executed on this 8th day of May 2023 in Irvine, California.

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7 Manuel Villegas

8 Manuel Villegas, Declarant
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