

Edwin Aiwazian (232943)
Arby Aiwazian (SBN 269827)
Joanna Ghosh (SBN 272479)
LAWYERS for JUSTICE, PC
410 West Arden Avenue, Suite 203
Glendale, California 91203
Tel: (818) 265-1020 / Fax: (818) 265-1021

Attorneys for Plaintiff

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

RYAN KISTLER, individually, and on
behalf of other aggrieved employees pursuant
to the California Private Attorneys General
Act,

Plaintiff,

v.

CABLECOM, LLC, a Delaware limited lia-
bility company; and DOES 1 through 100, in-
clusive,

Defendants.

Case No.: RG21112665

Honorable Stephen Kaus
Department 19

**DECLARATION OF RYAN KISTLER IN
SUPPORT OF PLAINTIFF'S MOTION
FOR APPROVAL OF PRIVATE
ATTORNEYS GENERAL ACT (CAL.
LAB. CODE § 2698, ET SEQ.)
SETTLEMENT AGREEMENT AND
AWARD OF ATTORNEYS' FEES AND
COSTS, GENERAL RELEASE FEE, AND
SETTLEMENT ADMINISTRATION
COSTS**

[Notice of Motion and Motion for Approval
of Private Attorneys General Act (Cal. Lab.
Code § 2698, Et Seq.) Settlement Agreement
and Award of Attorneys' Fees and Costs,
General Release Fee, and Settlement Admin-
istration Costs; Declaration of PAGA Coun-
sel (Joanna Ghosh); and [Proposed] Order
and Judgment filed concurrently herewith]

Date: March 18, 2024
Time: 3:00 p.m.
Department: 19

Complaint Filed: September 14, 2021
Trial: None Set

DECLARATION OF RYAN KISTLER

I, **Ryan Kistler**, hereby declare as follows:

1. I am over 18 years of age and a resident of California. I am the named plaintiff in the above-captioned case, and I have personal knowledge of the facts and statements set forth in this declaration, and if called upon to testify, I could and would competently testify thereto.

2. I was employed by Defendant CableCom, LLC ("CableCom") in hourly-paid, non-exempt ISP Technician and Splicing Technician positions from approximately September 2018 through January 2021. I decided to seek legal advice about my work experiences at CableCom and about filing a lawsuit to seek to redress my grievances. I contacted Lawyers *for* Justice, PC and spoke with attorneys there. I wanted to take steps to make sure CableCom was held accountable for not properly compensating aggrieved employees for all hours worked and non-compliant meal and rest breaks. After speaking with the attorneys, I investigated representative action lawsuits on my own and did some research into the leading employment law firms in California for approximately 6 hours. Thereafter, I consulted with the attorneys at Lawyers *for* Justice, PC for almost 8 hours discussing my situation, representative action lawsuits under the Private Attorneys General Act ("PAGA"), and what it meant to bring a PAGA action.

3. Since becoming involved in this matter, I have spent over 25 hours meeting with my attorneys regarding the case and fulfilling my responsibilities as a PAGA representative, which has included providing documents concerning my employment with CableCom, reviewing documents with my attorneys and answering their questions, providing information regarding the duties of non-exempt employees, and helping develop a strategy as to what documents and information to obtain from CableCom. I routinely checked in with my attorneys and their staff to make sure that they had all of my most current information and to provide them with any additional information that I had obtained.

4. Throughout my involvement in this case, I was available to answer any questions my attorneys had, and available to speak and meet with my attorneys whenever they needed me. I responded to them as quickly as possible and gave them as much information as I could.

1 I spent at least 16 hours speaking with my attorneys about the case, sending them documents,
2 identifying potential witnesses, and also describing policies, practices, and procedures of
3 Driftwood.

4 5. I spent about 9 hours reviewing the settlement agreement and about 8 hours
5 asking questions and discussing the potential settlement with my attorneys before signing the
6 settlement agreement.

7 6. I believe that I have done everything that my attorneys have asked of me and
8 tried, to the best of my ability, to seek relief for the aggrieved employees and the State of
9 California. I think my efforts helped to get the result obtained in this case.

10 7. I respectfully request that the Court approve and award me a general release fee in
11 the amount of \$10,000.00 for my efforts and active participation in the case and broader release
12 of claims. Taking into consideration the time that I dedicated to this case, I believe that this
13 amount is reasonable.

14 8. I am not related to anyone associated with Lawyers *for* Justice, PC.

15 9. I have not entered into any undisclosed agreements, nor have I received any
16 undisclosed compensation in this case. The only compensation I will receive is an enhancement
17 payment, if approved by the Court, as well as my share of the settlement as an aggrieved
18 employee.

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

21 12/26/2023

Executed this ____ day of December 2023, at San Jose, California.

22 
23 Electronically Signed 2023-12-27 00:56:56 UTC - 67.169.84.78
Nintex AssureSign® 80eb5b50-81a2-4868-b57a-b0e5000d11a9

24 Ryan Kistler