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Attorneys for Plaintiffs

SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF LOS ANGELES—SPRING STREET COURTHOUSE

RENE LABRADO, individually, and on behalf
of other members of the general public
similarly situated; AMY PUGH, individually,
and on behalf of other members of the general
public similarly situated and on behalf of other
aggrieved employees pursuant to the California
Private Attorneys General Act;

Plaintiffs,

vs.

JTH TAX INC. DBA LIBERTY TAX
SERVICE, a California corporation; and DOES
1 through 100, inclusive,

Defendants.

Case No.: BC715076

Honorable Maren E. Nelson
Department SSC17

CLASS ACTION

**DECLARATION OF RENE LABRADO
IN SUPPORT OF PLAINTIFFS'
MOTION FOR PRELIMINARY
APPROVAL OF CLASS ACTION
SETTLEMENT**

[Plaintiffs' Motion for Preliminary Approval
of Class Action Settlement; Declaration of
Proposed Class Counsel (Yasmin Hosseini);
Declaration of Proposed Class
Representative (Amy Pugh); and [Proposed]
Order filed concurrently herewith]

Date: April 14, 2022
Time: 10:00 a.m.
Department: SSC17

Complaint Filed: July 30, 2018
FAC Filed: December 9, 2021
Trial Date: None Set

DECLARATION OF RENE LABRADO

I, **Rene Labrado**, hereby declare as follows:

1. I am over 18 years of age and a resident of California. I am one of the named plaintiffs in the above-captioned case. 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 JTH Tax Inc. dba Liberty Tax Service ("Liberty Tax Service") in an hourly-paid, non-exempt position from approximately August 2016 to approximately March 2017. I decided to seek legal advice about my work experiences with Liberty Tax Service and about pursuing my grievances. I contacted Lawyers *for* Justice, PC and spoke with attorneys there. I wanted to do whatever I could to make sure Liberty Tax Service paid me and other employees what was owed to us for all hours worked and non-compliant meal and rest breaks. After speaking with the attorneys, I investigated complex wage-and-hour lawsuits on my own and did some research into the leading class action and employment law firms in California for approximately 4 hours. Thereafter, I consulted with the attorneys at Lawyers *for* Justice, PC for 5 hours discussing my situation, complex wage-and-hour class actions in general, and what it meant to be a named plaintiff and class representative.

3. I have spent over 16 hours meeting with my attorneys regarding the case and fulfilling my responsibilities as a class and PAGA representative, which included gathering documents concerning my employment with Liberty Tax Service, reviewing documents with my attorneys and answering their questions, providing information regarding the duties of hourly and non-exempt employees, and helping develop a strategy as to what documents and information to obtain from Liberty Tax Service. I routinely checked in with my attorneys and their staff to make sure that they were updated with my most current information and any additional information that I had obtained.

4. As the case progressed, 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 and identified as many documents as I could. I spent at least 10 hours speaking with my attorneys about the case, identifying potential

1 witnesses, providing my attorneys with documents and information concerning the case, and also
2 describing policies, practices, and procedures of Liberty Tax Service. During the discovery
3 phase of the litigation, I spent approximately 5 additional hours reviewing Liberty Tax Service's
4 discovery requests, locating documents, and providing documents and responses to my attorneys.

5 5. On September 9, 2020, I attended a full day of deposition that lasted
6 approximately 9 hours. On October 21, 2020, I attended an additional day of deposition that
7 lasted approximately 4 hours. I spent at least 3 hours preparing for the depositions. After the
8 depositions, I spent at least 4 hours reviewing my testimony and discussing the contents of the
9 deposition transcript with my attorneys.

10 6. As far as the settlement is concerned, I was available to review documents and
11 answer any questions my attorneys had. I spent about 2 hours reviewing the settlement
12 agreement and an additional 1.5 hours asking questions and discussing the potential settlement
13 with my attorneys before signing the settlement agreement.

14 7. I believe that I have done everything that my attorneys have asked of me and have
15 tried, to the best of my ability, to represent the class. I think my efforts helped to get the result
16 obtained in this case, and as a class representative, I respectfully request that the Court award me an
17 enhancement payment in the amount of \$10,000 for my active participation in the matter. Taking into
18 consideration the time that I have dedicated to this case, I believe that this amount is reasonable.

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

20 9. I have not entered into any undisclosed agreements, nor have I received any
21 undisclosed compensation in this case. The only compensation I will receive is whatever amount
22 the Court awards as an enhancement payment, as well as my share of the settlement fund as a
23 class member.

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

26 Executed this ^{03/16/2022} ____ day of March 2022, at Fountain Valley, California.

27 Electronically Signed 2022-03-16 19:11:00 UTC - 172.58.20.39
Rene Labrado
Hirebox AssureSign® 27ec8ac3-6dee-41dc-bc0d-ae5a01390448

28 Rene Labrado