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Attorneys for Plaintiffs

**SUPERIOR COURT FOR THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES -- SPRING STREET COURTHOUSE**

ASIA OSBY, individually, and on behalf of
other members of the general public similarly
situated;

Plaintiff,

vs.

SELF-REALIZATION FELLOWSHIP, an
unknown business entity; and DOES 1
through 100, inclusive,

Defendants

Honorable Carolyn B. Kuhl
Department 12

**DECLARATION OF ASIA OSBY IN
SUPPORT OF PLAINTIFFS' MOTION
FOR PRELIMINARY APPROVAL OF
CLASS ACTION SETTLEMENT**

[Notice of Motion and Motion for Preliminary
Approval of Class Action Settlement;
Declaration of Plaintiff (Monica Miranda);
Declaration of Proposed Class Counsel (Yasmin
Hosseini); and [Proposed] Order filed
concurrently herewith]

Date: December 14, 2023
Time: 10:00 a.m.
Place: Department 12

Case No.: 21STCV30136
[Lead Case]

Complaint Filed: August 16, 2021
Trial Date: None Set

MONICA MIRANDA individually, and on
behalf of other members of the general public
similarly situated;

Plaintiff,

vs.

SELF-REALIZATION FELLOWSHIP
CHURCH, a California Corporation; SELF-
REALIZATION CHURCH, an unknown
business entity; and DOES 1 through 100,
inclusive,

Defendants.

Case No.: 21STCV41440
[Related Case]

Complaint Filed: November 10, 2021
Trial Date: None Set

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

Plaintiff,

vs.

SELF-REALIZATION FELLOWSHIP
CHURCH, a California Corporation; SELF-
REALIZATION CHURCH, an unknown
business entity; and DOES 1 through 100,
inclusive,

Defendants.

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

Plaintiff,

vs.

SELF-REALIZATION FELLOWSHIP, an
unknown business entity; and DOES 1
through 100, inclusive,

Defendants.

Case No.: 21STCV39999

[Related Case]

Complaint Filed: October 29, 2021

Trial Date: None Set

Case No.: 21STCV43015

[Related Case]

Complaint Filed: November 22, 2021

Trial Date: None Set

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DECLARATION OF ASIA OSBY

I, **Asia Osby**, hereby declare as follows:

1. I am over 18 years of age and a resident of California. I am the named plaintiff in the actions entitled *Asia Osby v. Self Realization Fellowship*, Case No. 21STCV30136 and *Asia Osby v. Self-Realization Fellowship Church, et al.*, Case No. 21STCV39999. 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 Self-Realization Fellowship Church (“Defendant”) from approximately February 2020 to approximately March 2021 as a non-exempt, hourly-paid employee. I decided to seek legal advice about my work experiences with Defendant and about pursuing my grievances. I contacted Lawyers *for* Justice, PC and spoke with attorneys there. I wanted to take steps to make sure Defendant was held accountable for not properly compensating 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 8 hours discussing my situation, complex wage-and-hour class actions and representative actions under the Private Attorneys General Act (“PAGA”) in general, and what it meant to be a named plaintiff, a PAGA representative, and a class representative.

3. I have spent over 20 hours meeting with my attorneys regarding the case and fulfilling my responsibilities as a class and PAGA representative, which has included gathering documents concerning my employment with Defendant, reviewing documents with my attorneys, answering questions, and providing guidance regarding the duties of hourly-paid and non-exempt employees, and helping develop a strategy as to what documents and information to obtain from Defendant. I routinely checked in with my attorneys and their staff to make sure that they had all my most current information and to provide them with any additional information that I had obtained.

1 4. Throughout the case, I was available to answer any questions my attorneys had,
2 and available to speak and meet with my attorneys whenever they needed me. I responded to
3 them as quickly as possible and gave them as much information and identified as many
4 documents as I could. I spent at least 10 additional hours speaking with my attorneys about the
5 case, identifying potential witnesses, providing my attorneys with documents and information
6 concerning the case, and also describing policies, practices, and procedures of Defendant.

7 5. As far as the settlement is concerned, I was available to review documents and
8 answer any questions my attorneys had. I spent about 3 hours reviewing the settlement agreement
9 and about 2 hours asking questions and discussing the potential settlement with my attorneys
10 before signing the settlement agreement.

11 6. I believe that I have done everything that my attorneys have asked of me and tried,
12 to the best of my ability, to represent the class and seek relief as a PAGA representative and for
13 the State of California. I think my efforts helped to get the result obtained in the cases, and as a
14 class and PAGA representative, I respectfully request that the Court approve and award me an
15 enhancement payment in the amount of \$7,500.00 for my efforts and active participation in the
16 cases. Taking into consideration the time that I dedicated to the cases, I believe that this amount
17 is reasonable.

18 7. I am not related to anyone associated with Lawyers *for* Justice, PC.

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

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

25 Executed this ____ day of November 2023, at Compton, California.

26 11/03/2023

27 Electronically Signed  2023-11-03 19:43:26 UTC - 97.142.31.193
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28 Asia Osby