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Attorneys for Plaintiffs and all aggrieved employees

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

MONICA ARMSTRONG, an individual, on
 behalf of herself and others similarly situated,

PLAINTIFF,

v.

VISION OF SUCCESS, INC.; and DOES 1
 thru 50, inclusive,

DEFENDANTS.

Case No. MSC21-01992

[Case Assigned for All Purposes to Hon.
 Danielle Douglas in Dept. D-18]

**DECLARATION OF MONICA
 ARMSTRONG IN SUPPORT OF
 PLAINTIFFS' MOTION FOR
 APPROVAL OF REPRESENTATIVE
 ACTION SETTLEMENT**

Date: TBD

Time: TBD

Dept.: 18

Complaint Filed: September 13, 2021
 Trial Date: None Set

DECLARATION OF MONICA ARMSTRONG

I, MONICA ARMSTRONG, state and declare as follows:

1. I am a competent adult, over the age of eighteen, and the named Plaintiff in the above-captioned matter. The following is based upon my personal knowledge, and if called as a witness, I could and would testify competently thereto.

2. I am a former employee of Defendant VISION OF SUCCESS, INC. ("Defendant").

3. I brought this lawsuit, on behalf of myself and all other aggrieved employees, against Defendant because I believe that Defendant failed to pay for all hours worked, including minimum, straight time, and overtime wages as a result of unlawful rounding; failed to provide meal periods; failed to authorize and permit rest periods; failed to maintain accurate records of hours worked and meal periods; failed to issue accurate wage statements; and failed to reimburse business related expenses to me and other employees.

4. This lawsuit against Defendant started as a Class Action lawsuit, but is now a PAGA lawsuit as a result of an existing arbitration agreement.

5. I have spent significant time throughout this lawsuit working with PAGA Counsel. Before filing this action initially on September 13, 2021, I researched and identified Kingsley Szamet & Ly that I believed could best represent the interests of the Aggrieved Employees.

6. I understand that I am representing other employees and I believe that I am able to represent them well.

7. Throughout the litigation, I have provided my attorneys with helpful information for this lawsuit and for the settlement as needed. Additional work in connection with this matter includes providing information to my attorneys regarding my employment with Defendant, staying in regular contact with my attorneys to discuss the status of the case, responding promptly to my attorneys' various communications regarding this matter, making myself available by phone for a full-day mediation on March 19, 2024; and reviewing and analyzing the settlement agreement and settlement papers to ensure the settlement was fair and reasonable and in the best interests of the Aggrieved Employees.

8. Throughout the entirety of this litigation, I have maintained regular contact with my

1 attorneys and assisted in any way possible by providing information and making myself available
2 as needed.

3 9. Overall, although I did not keep contemporaneous time records, I estimate I spent
4 approximately 30-40 hours working on this case up until this point.

5 10. I have worked to actively represent the other Aggrieved Employees and their
6 interests.

7 11. I have always kept the Aggrieved Employees' interests at heart in this litigation.

8 12. I was aware that by helping to initiate this lawsuit, my name would become known
9 and it was possible that my involvement in this matter could make it more difficult for me to obtain
10 employment in this field. Regardless, I believed it was important to proceed with this matter on
11 my behalf and on behalf of all others who were subject to the same problems during their
12 employment with Defendant.

13 13. I am prepared to continue assisting with this litigation and am committed to
14 achieving the best possible results for the Aggrieved Employees.

15 14. I believe that the representative action settlement obtained on behalf of the
16 Aggrieved Employees is fair and reasonable in light of the issues involved in this case. As
17 mentioned above, I reviewed and discussed the Agreement with my attorneys and asked them
18 questions about it to ensure that I understood its terms and what it would mean for all of the
19 Aggrieved Employees.

20 15. I believe that I have fairly represented the absent Aggrieved Employees and request
21 that the Court finally approve this settlement and confirm me as a named Plaintiff.

22 16. I am not aware of any conflicts of interest that prevent me from being confirmed as
23 a named Plaintiff in this action. I am not related in any way to my attorneys or to any other member
24 of the firm that is representing me. I have no business dealings or other involvement beyond this
25 lawsuit and this representation. I have not been promised any money or inducement to serve as a
26 named Plaintiff in this action.

27 17. It is my opinion that the settlement agreement provides for a fair and adequate
28 enhancement for me as a named Plaintiff, in the amount of \$5,000.00. I believe that this is fair and

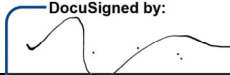
1 reasonable in light of all of the work that I have performed in my role as a named Plaintiff.

2 18. As a named Plaintiff, I have actively participated in all stages of the litigation, as
3 detailed above, and have always maintained the best interests of the Aggrieved Employees while
4 performing my named Plaintiff duties.

5 19. It is also my opinion that the Enhancement payment is fair, reasonable, and
6 adequate because, in addition to the many hours spent participating in the prosecution of this case,
7 I accepted the potential risk of being liable for Defendant's attorneys' fees and costs if we were
8 unsuccessful in this action. Likewise, I risk the potential stigma of being a named Plaintiff in a
9 representative action labor dispute, which may affect my future employability.

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

12 Executed this 22 day of October, 2024 at Oakland ,
13 California. (City)

14
15 DocuSigned by:
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17 _____
18 MONICA ARMSTRONG
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(PROOF OF SERVICE)
[CCP 1013(a)(3)]

STATE OF CALIFORNIA, COUNTY OF LOS ANGELES

I am employed in the County of Los Angeles, State of California. I am over the age of 18 years and not a party to the within action. My business address is 16133 Ventura Boulevard, Suite 1200, Encino, California 91436.

On December 19, 2024, I served all interested parties in this action the following documents described as: **DECLARATION OF MONICA ARMSTRONG IN SUPPORT OF MOTION FOR APPROVAL OF REPRESENTATIVE ACTION SETTLEMENT** by placing a true copy thereof enclosed in a sealed envelope addressed as follows:

Derek C. Decker, Esq
Trevor White, Esq.
Gloria Kukuryak
KROGH & DECKER, LLP
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Sacramento, CA 95814
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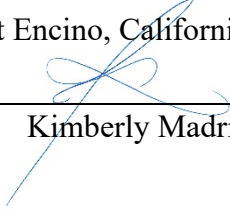
Kane Moon, Esq.
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Linh H. Tran, Esq.
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[XX] BY ELECTRONIC SERVICE: I caused a true and correct copy thereof to be electronically filed using the Labor and Workforce Development Agency Electronic Filing ("EF") System (<https://dir.tfaforms.net/315>) and service was completed by electronic means by transmittal of the documents referenced herein on the EF System.

[XX] (BY ELECTRONIC MAIL TRANSMISSION): I caused the document to be send to the persons at the e-mail address(es) listed on the attached service list. I did not receive, within a reasonable time after the transmission, any electronic message or other indication that the transmission was unsuccessful. A pdf copy of which was sent via email to the above email address(es).

[XX] (STATE) I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

Executed on December 19, 2024, at Encino, California.



Kimberly Madrid