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*Attorneys for Plaintiffs,
DENISE LAI and ELIM YEE
and the putative Class*

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF SANTA BARBARA – SOUTH COUNTY**

DENISE LAI, an individual, on behalf of
herself, on behalf of all persons similarly
situated, and on behalf of all aggrieved
employees; and ELIM YEE, an individual,
on behalf of herself, on behalf of all persons
similarly situated, and on behalf of all
aggrieved employees

Plaintiffs,

vs.

SAN ROQUE PET HOSPITAL, INC., a
California corporation; GOLETA AIRPORT
PET HOSPITAL, INC., a California
corporation; MONTECITO PET
HOSPITAL, INC., a California corporation;
PETVET CARE CENTERS
(CALIFORNIA), INC., a Delaware
corporation; DAVID P. DAWSON, an
individual; and DOES 1 through 50 inclusive

Defendants.

Case No. 22CV00150

CLASS ACTION

**DECLARATION OF DENISE LAI IN
SUPPORT OF PLAINTIFFS' MOTION
FOR ATTORNEYS' FEES, COSTS, AND
EXPENSES, AND CLASS
REPRESENTATIVE ENHANCEMENT
PAYMENTS**

Date: April 12, 2023
Time: 10:00 a.m.
Dept.: SB Dept. 3

DECLARATION OF DENISE LAI

I, Denise Lai, declare as follows:

1. I am over the age of eighteen (18). I am a resident of the County of Santa Barbara, State of California. I am familiar with the facts stated herein, and if called upon to testify, I could and would competently testify to facts hereinafter set forth.

2. I am one of the named Plaintiffs in the action entitled *Denise Lai, et al. v. San Roque Pet Hospital, Inc., et al.* – Santa Barbara Superior Court Case No. 22CV00150 (the “Lawsuit”). I submit this declaration in support of Plaintiffs’ Motion for Final Approval of Class Action and PAGA Settlement and Plaintiffs’ Motion for Attorneys’ Fees, Costs, and Expenses, and Representative Enhancement Payments.

3. I was employed by Defendants SAN ROQUE PET HOSPITAL, INC.; GOLETA AIRPORT PET HOSPITAL, INC.; MONTECITO PET HOSPITAL, INC.; PETVET CARE CENTERS (CALIFORNIA), INC.; and, DAVID P. DAWSON (“Defendants”) from approximately July 2017 to January 2021, as a registered veterinary technician. My job duties included, among other duties, monitoring veterinary patient vital signs, obtaining diagnostic samples, performing X-rays, assisting with surgeries, scheduling, and handling inventory at Defendants’ veterinary facilities.

4. I have alleged that while I was employed by Defendants, I was subject to an improperly implemented alternative workweek schedule. I have also alleged that Defendants failed to properly pay me overtime wages, failed to pay me minimum wages, failed to provide me with compliant meal periods and rest periods, failed to provide me with accurate itemized wage statements, failed to provide me with a safe and healthy workplace in compliance with the California Occupational Safety and Health Act of 1973, failed to timely pay me wages upon termination of my employment, failed to reimburse me for business expenses incurred in the course and scope of my employment, and failed to provide me with adequate seating.

5. In October of 2021, I contacted The Law Offices of David R. Greifinger (“Plaintiffs’ Counsel”) regarding my allegations that Defendants subjected me and their

1 other employees to an improperly implemented alternative workweek schedule. I also
2 contacted Plaintiffs' Counsel because Defendants failed to properly pay me and other
3 employees our overtime wages and minimum wages failed to provide me and other
4 employees with compliant meal periods and rest periods, failed to provide accurate
5 itemized wage statements, failed to provide a safe and healthy workplace in compliance
6 with the California Occupational Safety and Health Act of 1973, failed to timely pay me
7 wages upon termination of my employment, failed to reimburse me for business expenses
8 incurred in the course and scope of my employment, and failed to provide me with
9 adequate seating.

10 6. I have always understood that, as a representative of the Class, I have an
11 obligation to act at all times in the best interests of the members of the Class. In that regard,
12 I have not been promised any compensation for acting as a representative of the Class other
13 than any recovery obtained for the benefit of each of the Class members. When I retained
14 Plaintiffs' Counsel in this matter, the duties of a class representative were fully explained
15 to me.

16 7. I vigorously pursued all claims that have been asserted in the Lawsuit on
17 behalf of all of the hourly paid employees of Defendants. I have actively, and extensively
18 participated in this litigation, as detailed below.

19 8. Over the course of approximately 13 months, I communicated with Plaintiffs'
20 Counsel countless times, sometimes multiple times per day. I made myself available for
21 telephone conferences, emails, and messages with Plaintiffs' Counsel at all stages of the
22 litigation, including preliminary investigation, discovery, mediation, and settlement. I
23 provided Plaintiffs' Counsel with detailed summaries of my experiences working for
24 Defendants, and the circumstances that gave rise to the alleged Labor Code violations. I
25 shared my intimate knowledge of Defendants' employment policies and practices, and how
26 these policies and practices were implemented on a daily basis with Plaintiffs' Counsel.

27 9. I collected and shared documents pertaining to my employment with
28 Defendants that assisted in Plaintiffs' Counsel's investigation of the matter. I also reviewed

1 and discussed documents and information provided by Defendants in discovery with
2 Plaintiffs' Counsel.

3 10. I spent time contacting current and former employees of Defendants in
4 furthering the investigation of the matter. I worked diligently to find other putative class
5 members who had the same injuries as myself.

6 11. I meaningfully participated in mediation and settlement negotiations of this
7 matter.

8 12. I have spent in excess of 50 hours in matters related to the Lawsuit, and I
9 have always placed the interests of the Class ahead of myself. As my name is listed on the
10 case, and on the internet, prospective employers have and will continue to associate me
11 with this litigation. I fear that I may suffer negative employment ramifications in the future
12 as a result of my service as a Class Representative. Therefore, I request that an incentive
13 award in the amount of Seven Thousand Five Hundred Dollars (\$7,500.00) be awarded to
14 me for the aid and assistance that I have provided to the Class. I have no interest in and will
15 receive no part of any legal fees awarded by virtue of the settlement in this case.

16 I declare under penalty of perjury, under the laws of the State of California, that the
17 foregoing is true and correct.

18 Executed on Mar 13, 2023, at Santa Barbara County, California.

19 
Denise Lai (Mar 13, 2023 18:22 PDT)

20 DENISE LAI

1 **PROOF OF SERVICE**

2 **STATE OF CALIFORNIA, COUNTY OF LOS ANGELES**

3 I am employed in the State of California, County of Los Angeles. I am over the age of 18
4 and not a party to the within lawsuit; my business address is 15515 W. Sunset Boulevard,
Unit 214, Pacific Palisades, CA 90272.

5 On March 16, 2023, I served the foregoing document described as
6 **DECLARATION OF DENISE LAI IN SUPPORT OF PLAINTIFFS' MOTION FOR**
7 **ATTORNEYS' FEES, COSTS, AND EXPENSES, AND CLASS**
8 **REPRESENTATIVE ENHANCEMENT PAYMENTS** on the interested parties in this
action by placing [X] a true copy thereof on:

9 Nancy Yaffe
10 Daniel Kitzes
11 FOX ROTHSCHILD LLP
12 10250 Constellation Blvd., Suite 900
13 Los Angeles, CA 90067
14 nyaffe@foxrothschild.com
15 dkitzes@foxrothschild.com
Attorneys for Defendants
San Roque Pet Hospital, Inc., Goleta
Airport Pet Hospital, Inc., Montecito Pet
Hospital, Inc., PetVet Care Centers
(California), Inc., and David P. Dawson

16 [] (BY MAIL): as follows: I deposited the envelopes for mailing in the ordinary
17 course of business at Los Angeles County, California. I am "readily familiar" with
18 this firm's practice of collection and processing correspondence for mailing. Under
that practice, the sealed envelopes are deposited with the U.S. Postal Service that
same day in the ordinary course of business, with postage thereon fully prepaid at
Los Angeles County, California.

19 [] (BY OVERNIGHT DELIVERY): as follows: I am "readily familiar" with this
20 firm's practice of collection and processing correspondence for overnight delivery.
21 Under that practice, overnight packages are enclosed in a sealed envelope with a
packing slip attached thereto fully prepaid. The packages are picked up by the
carrier at our offices or delivered by our office to a designated collection site.

22 [X] BY E-MAIL ONLY PER AGREEMENT: I hereby certify that this document was
23 served from Los Angeles County, California, by e-mail delivery on the parties
listed herein at their most recent known e-mail address or e-mail of record in this
action.

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 on March 16, 2023, at Los Angeles County, California.

27 Calvin A. Marshall, Esq.

Type or Print Name

28 
Signature