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Attorneys for Plaintiff Gail Ann Gaines,
individually and on behalf of all others similarly situated.

SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN BERNARDINO

PARADICE BROOKS, IGNACIO
GOMEZ, and GAIL ANN GAINES, on
behalf of themselves, all others similarly
situated, and on behalf of the general
public,

Plaintiffs,

v.

BIG BANG ENTERPRISES, INC. dba
THE RETAIL OUTSOURCE; BIG
BANG ENTERPRISES, INC.; and DOES 1-
100,

Defendants.

Case No.: CIVSB2135164

**DECLARATION OF GAIL GAINES
IN SUPPORT OF PLAINTIFFS'
MOTION FOR PRELIMINARY
APPROVAL OF CLASS ACTION
SETTLEMENT**

1 I, Gail Gaines, declare as follows:

2 1. I have personal knowledge of the facts set forth herein and if called upon to
3 testify, I could and would do so competently under oath. I make this declaration in support of
4 my Motion for Preliminary Approval of Class Action Settlement.

5 2. From approximately May of 2021 until February of 2022, I worked for
6 Defendants BIG BANG ENTERPRISES, INC., dba THE RETAIL OUTSOURCE, and BIG
7 BANG ENTERPRISES, INC. ("Defendants") as a non-exempt, hourly employee. While I was
8 working for Defendants, I felt that many of Defendants' employees like myself were not being
9 paid correctly and not being provided all required breaks, among other issues.

10 3. Through my attorneys, I filed this class action against the Defendants on
11 behalf of myself and all other non-exempt employees of Defendants.

12 4. I have had many conversations with my attorneys about the class action, the
13 Private Attorneys General Action claim alleged in my case, and my experiences working for
14 Defendants to support my allegations.

15 5. With respect to the work I performed on the case, I participated in many
16 conversations with my attorneys and provided my attorneys with information related to my
17 working conditions as a non-exempt employee of Defendants. I additionally provide my
18 attorneys with information regarding Defendants' company structure and operation. This
19 includes frequent conversations with my attorneys regarding the operations of the location
20 where I worked; my job duties from the start of my employment; my day-to-day experiences;
21 and the observations related to myself and other non-exempt employees employed by
22 Defendants.

23 6. In preparation for the mediation, I spoke with my attorneys on multiple occasions
24 about the status of the case, its strengths and weaknesses, and the evidence. I believed that I
25 assisted them in evaluating the claims and the potential class-wide damages for use at mediation.

26 7. I assisted my attorneys review for information in anticipation of mediation,
27 including discussions with my attorneys to understand the information on the documents
28 received for mediation. I also spent considerable time searching for my work documents and

1 sent these to my attorneys. This includes thoroughly searching for physical and electronic
2 documents and information.

3 8. I assisted my attorneys interpret and understand the information reflected on the
4 work records and pay stubs, and other documents received by my attorneys through the course
5 of the case and in preparation for mediation. This includes conversations about the pay made to
6 myself and non-exempt employees; about Defendants' timekeeping system and time-punch
7 data; about Defendants' policies and practices in writing and in practice; and about the
8 information reflected on the documents from mine and other non-exempt employees'
9 employment with Defendants. Substantial time was spent assisting my attorneys with these
10 tasks.

11 9. I participated in mediation by making myself available by phone on the day of
12 mediation. I spoke with my attorneys to answer questions at mediation and after mediation.

13 10. I reviewed the settlement agreement and discussed the terms with my attorneys.
14 Based on my review of the settlement terms, conversations with my attorneys, and my
15 understanding of Defendants' operations as a former employee, I believe the settlement in the
16 case is fair and adequate and in the best interest of the employees covered by the settlement.

17 11. When I decided to become involved in this lawsuit as a Class Representative for
18 hourly/non-exempt employees of Defendants, I understood that I was not only seeking
19 compensation for myself, but also for all other class members who worked for Defendants, and
20 that by doing so, I would be delaying more immediate recovery available to me through the
21 Labor Commissioner's office.

22 12. I was also made aware that being a Class Representative in a class action filed on
23 behalf of others would subject me to a stigma that is sometimes associated with those who bring
24 these kinds of lawsuits. I was aware that, as a Class Representative, I might be responsible for
25 some or all of Defendants' legal costs if the case was not successfully concluded. Even with
26 knowledge of these risks, I was willing to go forward and to act on behalf of the class, but I was
27 nervous about losing and having a judgment filed against me for costs, or losing job
28 opportunities in the future.

13. I understood that there were risks involved in class action lawsuits. I understood that the lawsuit could continue for several years and require my services and attention the entire length of the lawsuit. I learned that even if we won at trial, the case could be further delayed by appeals.

14. Additionally, the notice of settlement in this case will be sent to current and former employees of Defendants. The notice will inform all of these employees that I filed a class action lawsuit against the company. Exposing myself to this kind of publicity creates a risk for my future career prospects, since current and former employees of Defendants may move to different companies within the industry or may know people at other companies within the industry who do not want to hire someone who sued their employer.

15. I believe that I have done everything my attorneys have asked of me, and I have tried to represent the class to the best of my ability. I think my efforts helped to get the result obtained in this case. I understand that I may be entitled to an additional payment for my role as a class representative and my work related to the case. I further understand that this additional payment is not guaranteed and is subject to Court approval. Taking into consideration the time I dedicated to this case and the results achieved through the settlement, I believe that the requested award is reasonable. My opinion about the fairness and adequacy of the settlement in the case is not based on this potential payment.

16. I am not aware of any interests I have that are adverse to the interests of the proposed Class members, and I do not have any conflicts that would keep me from adequately representing the class. I remain committed to prosecuting this case vigorously on behalf of the Class.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct. Executed this 19th day of November, 2025, in California.

— Signed by:

Gail Gaines

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**DECLARATION OF GAIL GAINES IN SUPPORT OF PLAINTIFFS' MOTION FOR PRELIMINARY
APPROVAL OF CLASS ACTION SETTLEMENT**