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Attorneys for Plaintiff, on a representative basis and on behalf of all others similarly situated

SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF SAN BERNARDINO

STARLA HAGON and MICHAEL
JESPERSEN, individually, on a representative
basis, and on behalf of all others similarly
situated;

Plaintiff,

vs.

TRANSPORT CORPORATION OF
AMERICA, INC, a Minnesota Corporation;
ERIC ANSON, an individual; MELINDA
GREEN, an individual, and DOES 1 through
20, inclusive;

Defendants.

Case No.: CIVSB2203409
*[Assigned to Hon. Judge Jessica Morgan,
Dept S26, for all purposes]*

**DECLARATION OF PLAINTIFF
STARLA HAGON IN SUPPORT OF
MOTION FOR FINAL APPROVAL OF
CLASS ACTION SETTLEMENT**

Hearing

Date: August 27, 2024

Time: 8:30 a.m.

Dept.: S-26

Complaint filed: 2/14/2022

I, Starla Hagon, state and declare:

1. I am a Plaintiff in the above captioned action and have personal knowledge of all matters stated herein and could competently testify thereto.

2. I make this declaration in support of the motion for final approval of the class action settlement reached in this matter. As discussed herein, I believe that the settlement is fair and reasonable and constitutes a fair resolution of the claims alleged.

3. I was employed by Transport Corporation of America, Inc. ("TCA") from approximately July 2014 to December 2021 as a team driver along with my partner Michael

1 Jespersen. During my employment for TCA, there were several issues that concerned me and
2 which I thought did not comply with California law, such as not being paid properly. As a result,
3 I retained Lauby, Mankin & Lauby LLP to move forward with a case because I did not think that
4 myself or the other employees were being treated correctly.

5 4. After retaining our attorneys, I understood that I had two options: I could pursue
6 my individual case and attempt to maximize my personal recovery, or I could bring a
7 class/representative action and put the interests of the class ahead of my own. The decision of
8 whether to bring my individual claims or to bring a class action put me in a tough spot, because
9 on the one hand, I wanted to hold the company accountable for how they treated me and, on the
10 other hand, I wanted to help other employees that were not paid correctly. And I knew that, if I
11 wanted to bring a class action, I would need to put the interests of the class first to better serve
12 the class. In the end, in the interest of helping all employees that were subjected to the wage
13 violations, I decided to help everyone by bringing a class/representative action.

14 5. Since first initiating this action, I estimate that I have spent at least forty-five (45)
15 hours engaged in activities to benefit the class. I have assisted my attorneys in numerous ways,
16 including helping to explain and discuss the company's practices and their general practices and
17 procedures, locating and analyzing company documents, and communicating with other class
18 members. These efforts occurred through numerous meetings with Class Counsel, telephone
19 conferences, letters, emails, and text communications. I also assisted in preparation for mediation
20 and helped obtain a positive result for the class.

21 6. I also believe that the requested service award is fair and reasonable given that I
22 have faced substantial risks and made numerous sacrifices to obtain this class action settlement.

23 7. For example, filing this lawsuit and being a whistleblower was stressful on a day-
24 to-day basis as I have constantly worried about the risk that this could impact my ability to find
25 future jobs. I was worried that filing the case may get me labeled as a whistleblower, resulting in
26 retaliation and difficulty finding work for the rest of my career.

27 8. Additionally, as a condition of this settlement, I was required to compromise on
28 and waive my separate individual claims for harassment, retaliation, and wrongful termination.

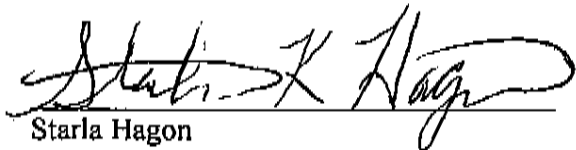
1 Notably, I believe that the company retaliated against me by threatening corrective action and
2 termination after I voiced concerns about overtime wages.

3 9. I believe that request for the \$7,500 service award is justified based on (a) the time
4 I have spent on the case, which resulted in a good settlement for the class, (b) the risks I took in
5 bringing this case, which I believe were (unfortunately) realized as my ability to find work has
6 been impacted, and (c) my agreement to waive all of my individual claims for harassment,
7 retaliation, and wrongful termination in exchange for the requested service award.

8 10. I respectfully request that the Court approve this class action settlement. I agreed
9 to set aside my personal interests, and to put the interests of the class ahead or on par with my
10 own. In doing so, and by successfully bringing this case as a class action, I helped to obtain a
11 highly beneficial settlement for the class members.

12 I declare under penalty of perjury under the laws of the State of California that the
13 foregoing is true and correct. Executed on July 31, 2024, at WOODLAND, California.

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15 By:


Starla Hagon

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DECLARATION OF PLAINTIFF STARLA HAGON IN SUPPORT OF MOTION FOR FINAL APPROVAL OF
CLASS ACTION SETTLEMENT