

Brian J. Mankin, Esq. [CSB No. 216228]
brian@lmlfirm.com
Kristina Bui Carlson, Esq. [CSB No. 294924]
kristina@lmlfirm.com
LAUBY, MANKIN & LAUBY LLP
5198 Arlington Avenue, PMB 513
Riverside, CA 92504
Tel: (951) 320-1444 | Fax: (951) 320-1445

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

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

DEVIN TEAGUE, individually, on a
representative basis, and on behalf of all
others similarly situated;

Plaintiff,

vs.

HAPPY EXPRESS, INC., a California
Corporation; and DOES 1 through 20,
inclusive;

Defendants.

Case No.: CIVSB2203408
*[Assigned to Hon. Judge David Cohn, Dept.
S26 for all purposes]*

**DECLARATION OF PLAINTIFF DEVIN
TEAGUE IN SUPPORT OF
PLAINTIFF'S MOTION FOR FINAL
APPROVAL OF CLASS ACTION
SETTLEMENT**

Complaint filed: February 14, 2022

I, Devin Teague, state and declare:

1. I am the Plaintiff in the above captioned action and have personal knowledge of all matters stated herein and could competently testify thereto. I make this declaration in support of the motion for final approval of the class action settlement. I believe that the settlement is fair and reasonable and constitutes a fair resolution of the claims alleged.

2. During my employment with Defendant, I thought that there were issues with my pay, including not being paid for all my time worked and getting reimbursed for expenses. I started researching California law and contacted attorneys regarding issues with how I was paid.

3. I then contacted my attorneys (Lauby, Mankin & Lauby LLP) and discussed these claims. As part of this discussion, I understood that I could either bring a class action to help all

1 of the truck drivers, but I would have to put their interests ahead of my own, or I could bring my
2 individual case and claims and attempt to maximize my individual recovery. This decision was
3 very difficult because I wanted to help everyone else that was wronged by the company, but I
4 also wanted maximize my individual recovery. I was also concerned that, if I brought this as a
5 class action, I might get labeled as a whistleblower, which might make it hard to find a job in
6 trucking field in the future. I eventually decided that – despite the risks – it was important to
7 bring these claims as a class action to hold the company accountable for how they treated their
8 employees.

9 4. I respectfully request that the Court approve the agreed-upon service award for
10 the following reasons.

11 5. First, I have spent at least 50 hours engaged in activities to benefit the class. I
12 have been an active participant in this litigation, including assisting my attorneys in various ways
13 and making myself available when needed. For example, I have assisted my attorneys by
14 compiling and analyzing substantial documentation regarding claims. I also helped to explain
15 and discuss the company’s practices and their general practices and procedures, locating and
16 analyzing company documents, among others. I also assisted in settlement discussions, helped
17 obtain a highly favorable result for the class, and reviewed all settlement documents and believe
18 that this settlement is fair for the class.

19 6. Second, I respectfully request that the Court approve the agreed-upon service
20 award because I agreed to set aside my personal interests and to put the interests of the class
21 ahead or on par with my own. In fact, as a condition of this class action settlement, I was
22 required to compromise on and waive all possible individual claims against the company.
23 However, to finalize this settlement, I put the interests of the class ahead of my own and agreed
24 to waive all of my claims against the company.

25 7. Third, by bringing this case as a class action, I undertook significant risks and
26 stresses at a high emotional cost without any guarantee of success. For example, filing this
27 lawsuit and being a whistle blower was stressful on a day-to-day basis as I have constantly
28 worried about the risk that this case could impact my ability to find future jobs. This stress/risk

1 lasted for the entire case, and I'm worried it will continue to make it hard to find a job in the
2 future since the case information is all available online.

3 8. Fourth, and finally, bringing this case also came with a major financial risk
4 because, if I lost the case, I would be required to pay the company's costs, and there was a
5 chance they could try to make me pay their attorneys' fees as well.

6 9. Therefore, I respectfully request that the Court award the service award since that
7 amount is justified based on the substantial time I spent on this case, as well as the risks and
8 stresses I faced and will continue to face to secure this class action settlement to benefit the other
9 employees.

10 I declare under penalty of perjury under the laws of the State of California that the
11 foregoing is true and correct. Executed on Aug 23, 2023, at Carson, California.

12
13 By:


Devin Teague (Aug 23, 2023 09:44 PDT)
Devin Teague