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SUPERIOR COURT OF THE STATE OF CALIFORNIA
COUNTY OF ALAMEDA

ASTRID OROZCO, individually, on a
representative basis, and on behalf of all
others similarly situated;

Plaintiff,

vs.

DELPHON INDUSTRIES, LLC, a Delaware
Limited Liability Company; and DOES 1
through 20, inclusive;

Defendants.

Case No.: 22CV006597

*[Assigned to Hon. Judge Evelio Grillo, Dept.
21, for all purposes]*

**DECLARATION OF PLAINTIFF
ASTRID OROZCO IN SUPPORT OF
MOTION FOR FINAL APPROVAL OF
CLASS ACTION SETTLEMENT**

Complaint filed: February 4, 2022

I, Astrid Orozco, 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, reasonable, and constitutes a fair resolution of the claims alleged.

2. During my employment with Delphon Industries, I thought that were issues with my pay and other aspects of my employment. Because of these issues, I started researching California law and contacted attorneys regarding how I was treated.

1 3. I then contacted Lauby, Mankin & Lauby LLP and understood that I had two
2 options: (1) I could bring a class action to help all of the employees, but I would have to put their
3 interests ahead of my own, or (2) I could bring my individual case and claims and attempt to
4 maximize my individual recovery. This decision was very difficult because I wanted to
5 maximize my individual recovery, but I also wanted to help everyone else that was wronged by
6 the company. And, if I joined the class action, I was worried that I might get labeled as a
7 whistleblower, which might make it hard to find a job in the future. In the end, I decided that –
8 despite the risks – it was important to bring these claims as a class action to hold the company
9 accountable for how they treated their employees.

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

12 5. First, I have spent substantial time working on this case – at least 90 hours
13 engaged in activities to benefit the class. I have been an active participant in this litigation and
14 have assisted my attorneys in numerous ways, including helping to explain and discuss the
15 company’s practices and their general practices and procedures, locating and analyzing company
16 documents, and communicating with other class members. These efforts occurred through
17 numerous telephone conferences, letters, emails, and text communications. I also assisted in
18 preparation for mediation and helped obtain a positive result for the class. Moreover, I have
19 reviewed all settlement documents carefully and believe that this is a fair result for the class.

20 6. Second, I respectfully request that the Court approve the agreed-upon service
21 award because I agreed to set aside my personal interests and to put the interests of the class
22 ahead or on par with my own. In doing so, and by successfully bringing this case as a class
23 action, I helped to obtain a highly beneficial settlement for the class members.

24 7. Third, as a condition of this class action settlement, I was required to release and
25 waive all possible individual claims against the company – something that none of the other class
26 members were required to give up. And although I was unsure if I wanted to release all of my
27 claims, I ultimately agreed to do so because I believed it was in the best interests of the class
28 members.

8. Fourth, by bringing this case as a class action, I undertook significant risks and stresses at a high emotional cost without any guarantee of success. For example, filing this lawsuit and being a whistle blower was stressful on a day-to-day basis as I have constantly worried about the risk that this case could impact my ability to find future jobs. And this stress/risk lasted for the entire case, and I'm worried it may make it hard to find a job in the future since the case information is all available online.

9. Fifth, bringing this case also came with a major financial risk because, if I lost the case, I would be required to pay the company's costs, which could be over \$10,000, and there was a chance they could try to make me pay their attorneys' fees as well.

10. Therefore, I respectfully request that the Court award the full requested service award since that amount is justified based on the facts above.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct. Executed on Aug 2, 2023, at Santa Clara, California.

By:


Astrid Orozco (Aug 2, 2023 13:10 PDT)