

JAMES HAWKINS APLC
James R. Hawkins, Esq. (#192925)
Gregory Mauro, Esq. (#222239)
Michael Calvo, Esq. (#314986)
9880 Research Drive, Suite 200
Irvine, CA 92618
Tel.: (949) 387-7200
Fax: (949) 387-6676
Email: James@jameshawkinsaplc.com
Email: Greg@jameshawkinsaplc.com
Email: Michael@jameshawkinsaplc.com

Attorneys for Plaintiff ANIVAL SALAZAR,
individually and on behalf of all others similarly situated

**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF LOS ANGELES**

ANIVAL SALAZAR, individually and on
behalf of all others similarly situated,

Plaintiff,

v.

AMERICAN INTEGRATED SERVICES,
INC., a California Corporation; and DOES 1-
50, inclusive,

Defendant.

Case No. 22STCV05538

Assigned for all Purposes to:
Hon. Maren Nelson
Dept. 17

**DECLARATION OF ANIVAL SALAZAR IN
SUPPORT OF MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION SETTLEMENT**

Date: February 6, 2024
Time: 8:30 a.m.

DECLARATION OF ANIVAL SALAZAR

I, ANIVAL SALAZAR hereby declare as follows:

1. I am over the age of eighteen and I submit this Declaration in support of the motion for preliminary approval of the settlement and fees, costs and incentive award. The following is based upon my personal knowledge and if called as a witness, I could and would competently testify thereto.

2. I was employed by Defendant AMERICAN INTEGRATED SERVICES, INC ("Defendant") in approximately January 2018 as a Non-Exempt Employee working as a field technician and worked during the liability period for Defendant until my separation from Defendant's employ in approximately May 2021. I typically worked 5 days a week and 40 or more hours per week.

3. As a non-exempt employee, I suffered the same damages as other employees. These included Defendant's failure to pay minimum and overtime wages, failure to pay all wages earned and owed upon separation from Defendant's employ, failure to provide meal periods, failure to provide rest periods, failure to provide accurate itemized wage statements, failure to reimburse necessary business expenses, and violations under the UCL all in accordance with California law. As a result of these alleged violations, I sought consultation with my attorneys at James Hawkins, APLC.

4. Based upon my allegations, and after consultation and full disclosure from my attorneys about the potential risks I faced as a Plaintiff in a putative class action, I freely decided to pursue this lawsuit to try and vindicate my rights and the rights of others who also worked for Defendant and suffered similar harms due to Defendant's common practices and policies.

5. Prior to filing my action, my attorneys and I had multiple conferences about the factual bases for the claims that I wanted to pursue against Defendant. During those conferences, my attorneys provided me with an overview of how those claims would be litigated and generally educated me about the nature of complex/representative litigation and my role as the representative Plaintiff.

1
2 6. My attorneys provided me with a draft of the complaint for my review and
3 approval. I closely reviewed the complaint to ensure accuracy and completeness. As a
4 result, I caused my attorneys to file the class action complaint alleging claims for the allegations
5 alleged therein. Thereafter, I have been fully involved in my case. Following the filing of the
6 complaint, I collaborated with my attorneys on the prosecution of my claims, and I regularly
7 contacted my attorneys to stay current on the status of the litigation, and to discuss my
8 attorneys' progress in prosecuting the claims.

9 7. Since I believe I was not paid overtime and minimum wages owed to me, not
10 paid all wages earned and owed upon separation from Defendant's employ, not provided meal
11 and rest periods, not provided accurate itemized wage statements, not reimbursed necessary
12 business expenses, as well as violations under the UCL all in accordance with California law
13 and that I have been similarly injured as to all other class members in the settlement who
14 worked for Defendant during the class period, I believe the claims asserted in the Complaint
15 are also shared by the other Class Members. I worked with various other non-exempt
16 employees and I believe we were all treated the same and subject to the same unlawful policies.

17 8. Since I agreed to become a Class Representative, I have worked every step
18 of the way with my attorneys. During the course of the litigation I have always kept the best
19 interest of the Class Members on equal footing as mine. I have been, and I am willing to
20 continue to pursue the Class Members' claims vigorously on our collective behalf if the
21 Settlement is not finally approved. As a result, I firmly believe that I do not have any interests
22 adverse to the interests of the Class Members. I have maintained the Class Members best
23 interest from the inception of the case.

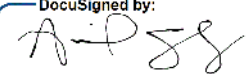
24 9. As a Class Representative, I have spent numerous hours consulting with my
25 attorneys, providing documentation, consulting with other Class Members, responding to
26 questions by my attorneys, providing documents to my attorneys, working with my attorneys to
27 review documents received, helping my attorneys in preparing for the mediation and attending
28 the mediation via telephone. I was consulted about the status of the case and provided constant
feedback about the case from my attorneys including the mediation, settlement negotiations and

1
2 eventual settlement. I estimate I have spent approximately 45 hours working on this case.

3 10. From the beginning of this case, I have freely chosen to accept the risks of
4 being a Class Representative in this class action lawsuit. I chose to assume these risks and
5 pursue the claims on behalf of the Class Members as I wanted to vindicate their rights. I believe
6 we have achieved that result with the settlement and the individual payments to the Class
7 Members. I believe the settlement is fair reasonable and adequate based on the numerous
8 defenses asserted by Defendant. I believe the efforts and work I put forth helped to achieve the
9 fair settlement that will benefit the Class Members. As a result of my efforts, I also believe the
10 Enhancement Payment is reasonable, and I respectfully request the Court approve the amount of
11 \$10,000.00 as fair and reasonable.

12 I declare under penalty of perjury under the laws of the state of California
13 that the foregoing is true and correct. Executed on October 3, 2023, at Long Beach,
14 California.

15
16
17
18
19
20
21
22
23
24
25
26
27
28

DocuSigned by:

169DDEE817674B3...
ANIVAL SALAZAR