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SUPERIOR COURT OF THE STATE OF CALIFORNIA

FOR THE COUNTY OF SAN BERNARDINO

A.J. NICHOLAS BOLDING, as an
 individual and on behalf of all others
 similarly situated,

Plaintiff,

vs.

CARDINAL FINANCIAL COMPANY, a
 Pennsylvania limited partnership; and
 DOES 1 through 50, inclusive,

Defendants.

Case No. CIVSB2206543

[Assigned to the Hon. Jessica Morgan, Dept.
 S-26]

**DECLARATION OF A.J. NICKOLAS
 BOLDING IN SUPPORT OF PLAINTIFF'S
 MOTION TO APPROVE SETTLEMENT
 AGREEMENT PURSUANT TO THE
 PRIVATE ATTORNEYS GENERAL ACT**

Date: July 1, 2024
 Time: 8:30 a.m.
 Dept.: S-26

Action Filed: March 22, 2022
 Trial Date: Not Set

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DECLARATION OF A.J. NICKOLAS BOLDING

I, A.J. Nickolas Bolding declare as follows:

1. I am an individual over the age of 18. I am the named Plaintiff in the above-referenced action. I have personal knowledge of the facts set forth below and if called to testify I could and would do so competently.

2. I was employed by Defendant Cardinal Financial Company, Limited Partnership (“Defendant”) as a Regional Account Executive from about April 26, 2021, until about February 28, 2022.

3. During my employment with Defendant, I primarily performed administrative tasks and other non-exempt job tasks. My salary and job duties did not meet any overtime exemption requirements.

4. Throughout my employment, I regularly worked overtime hours without being paid overtime wages. The overtime wages were not paid at the time they were owed or when my employment ended. As a result of the nonpayment, the wage statements I received did not accurately reflect the number of hours worked and gross and net wages earned.

5. I understand that the claims alleged in this action were brought on a representative basis behalf of other aggrieved employees who worked for Defendant. I do not believe I have any interests that are adverse to the other employees that are part of the PAGA settlement.

6. I have spent a significant amount of time discussing this matter with my attorneys on many occasions and explaining my understanding of Defendant’s practices. To date, I have performed a number of tasks in my role as the representative. This includes the following:

- i. Meeting with my attorneys and having telephone conversations with them to discuss the case and Defendant’s practices at various stages of the lawsuit;
- ii. Gathering documents related to the case;
- iii. Reviewing the files and pleadings, including the PAGA Notice, the Complaints, my paystubs, and my declaration;
- iv. Reviewing and signing the Settlement Agreement;

v. Responding to any questions from my attorneys on a regular basis;

vi. Remaining available during the mediation and having discussions with my attorneys during the mediation.

In total, I have spent approximately 40 hours in connection with this lawsuit.

7. I have reviewed the Settlement Agreement and Release of PAGA Claims (“Settlement Agreement”), and I believe that the settlement is in the best interest of all aggrieved employees who worked for Defendant. I believe the proposed settlement is reasonable and fair, and adequately compensates the employees for the violations alleged in the Complaint.

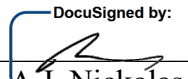
8. I am aware and have been aware from the inception of the case, that there is the risk that if I do not win my case, then I could be liable for Defendant’s litigation costs. I accepted that risk in this case.

9. I also understood that filing this lawsuit is a public record, and as such, this lawsuit is something that potential employers can come across and may cause a negative impact on my employment prospects. Future employers may be wary of hiring individuals who have filed employment-related lawsuits.

10. I am proud of the result and accomplishment of this lawsuit. I feel that it is a positive accomplishment of this lawsuit and understand that other people will benefit because of the actions that I have taken. I feel that I took upon myself the risks of filing a lawsuit and achieved a result for my co-workers, who did not have to file suit.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Executed on 3/26/2024, 2024, at Rancho Cucamonga, California.

DocuSigned by:

A.J. Nickolas Bolding
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