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**SUPERIOR COURT OF THE STATE OF CALIFORNIA
FOR THE COUNTY OF SAN DIEGO**

BAKIR FEJZIC, as an individual and on
behalf of all others similarly situated,

Plaintiff,

vs.

HOMETEAM PEST DEFENSE, INC., a
Delaware corporation; and DOES 1
through 50, inclusive,

Defendants.

Case No.: 37-2022-00031318-CU-OE-CTL

[Assigned for all purposes to the Hon. Richard S.
Whitney, Department C-68]

**DECLARATION OF BAKIR FEJZIC IN
SUPPORT OF PLAINTIFF'S MOTION TO
APPROVE SETTLEMENT AGREEMENT
PURSUANT TO THE PRIVATE ATTORNEYS
GENERAL ACT**

Date: February 2, 2024
Time: 10:30 a.m.
Dept: C-68

Reservation Number: 3015480

Complaint Filed: August 5, 2022
Trial Date: None

1 I, Bakir Fejzic, declare as follows:

2 1. I am an individual over the age of 18 years old and am a resident of California. I
3 am the named Plaintiff in this matter. I have personal knowledge of the facts set forth below and
4 if called to testify I could and would do so competently.

5 2. I am the named plaintiff in the above-referenced representative PAGA action. I
6 was employed by Defendant Hometeam Pest Defense, Inc. ("Hometeam") from in or around
7 August 2018 to on or about July 14, 2021. Throughout my employment with Hometeam, I was a
8 non-exempt, hourly employee.

9 3. I understand that this PAGA action was brought on behalf of the State of
10 California and other employees of Hometeam. I have invested a lot of personal time and energy
11 into representing the interests of my co-workers and the State.

12 4. Throughout the case, I spent time looking for documents relevant to the case,
13 including wage statements, employee handbooks and emails. Additionally, I met with my
14 attorneys on multiple occasions to provide documents and information regarding Hometeam's
15 compensation plans, meal and rest period practices and sick pay policy. I also met with my
16 attorneys to discuss the status of the lawsuit and provide input on case documents, such as the
17 PAGA Notice and Complaint.

18 5. Before signing the Joint Stipulation of Settlement and Release under the Private
19 Attorneys General Act (the "Settlement Agreement" or "Agreement"), I discussed in detail the
20 terms of the Agreement with my attorneys. I believe that the terms of the Agreement are fair,
21 adequate and reasonable.

22 6. I did not make the decision to join this representative action lightly. I was
23 concerned by the attention a publicly filed lawsuit would attract. My name would be associated
24 with a lawsuit that I filed against my employer. Additionally, because the claims alleged by me
25 involved the payment of costs to the prevailing party, I could have possibly faced paying the fees
26 and costs of Hometeam, had I not prevailed in this action. I also understood that an individual
27 case would have resolved much faster than a representative action and involved much less
28 financial risk than a class action.

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

8 Executed on this 16 day of August 2023, at San Diego, California.

DocuSigned by:
Bakir Fejzic
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Bakir Fejzic